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RUSSIA'S WAY IN LOCAL GOVERNMENT
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PARLIAMENT AND THE SERVICE

ALTHOUGH disappointing to those who had looked for some clearer indication of the way in which the White Paper policy—and, in particular, the Boundary Commission—might be expected to change the shape of local government, the Commons debate on February 15 evoked a number of speeches and comments which should prove both gratifying and encouraging to the local government service: gratifying by reason of the unstinted praise accorded to the service by all speakers who referred to it; encouraging in view of the strong support given to NALGO's claims for better selected, better trained, and better paid officers.

The MINISTER OF HEALTH set this particular ball rolling in his opening speech when, after declaring that "in the last resort, local government will stand or fall by those it can attract to its service, whether as members or officers," he recalled the report of the Hadow Committee and went on to say that the newly reconstituted National Whitley Council was now taking up the whole question of recruitment, qualifications, training, and promotion.

Best speech on this subject, however, came from Mr. T. W. BURDEN, Labour member for the Park Division of Sheffield. The ever-increasing complexity and diversity of services which the State was constantly passing on to local authorities, he said, made the recruitment, training, and salary standards of local government officers a matter of prime importance. Beyond urging local authorities in 1936 to consider the conclusions of the Hadow Report, the Ministry of Health had done nothing to improve the position, and it was fortunate for local government that the associations of local authorities and NALGO had taken joint action.

"Charter" for the Service

The National Whitley Council, Mr. Burden told the House, now had before it a "charter" for the local government service—a charter covering the whole field of recruitment, qualifications, training, and service conditions, prescribing a code of conduct for both the councillor and the employee, and formulating a national scale of salaries for the various grades of the service.

But this was not enough. If the work of the National and Provincial Whitley Councils were to have any real value, their recommendations in relation to local authorities must be placed on a better and a firm foundation. There were still many authorities which did not accept and put into operation the findings of the Whitley councils. The time was ripe for a co-ordination and extension of the National Council and the provincial councils on national lines.

The problem was urgent, Mr. Burden declared. The Minister should round off the work of the Wages Councils Bill by giving, in some form or other, legislative sanction to the functions of the National Whitley Council. There was a precedent for this in the Railways Act of 1921, which provided appropriate negotiating machinery for all sections of the railway staffs.

Further, the service would soon be faced with problems of the reinstatement and rehabilitation of local government officers who had been in the Forces. There should be facilities for attendance at refresher courses, with leave of absence without loss of pay, and for completing training interrupted by the war. Above all, every junior in the service should be made to feel that it was his duty, in the interests of the service, to obtain the appropriate professional and technical qualifications. The development of town planning, the reconstruction of blitzed and blighted cities, new roads, the development of education—all these called for the highest forms of service from local government staffs, and he hoped that the Minister would take these very urgent problems into consideration, either by administrative action now or in the new legislative set-up that would arise from the White Paper.

Higher Status Essential

These views were strongly supported by SIR RALPH GLYN, who declared that it was "absolutely essential that the status of local government officers should be improved in proportion to the amount of extra work that was devolving on them," and stressed the vital importance of refresher courses and higher salaries.

Other points of special interest to NALGO members in the debate were the many references to the need for more women officers and for a positive policy of public relations for local government. On the first point, MR. WILLINK described local government as a field in which women—both as councillors and as officers—could give outstanding service, and SIR RALPH GLYN, after drawing attention to the present rarity of women in executive posts, despite their unique services during the war, especially in housing and billeting, suggested the setting up of a sort of staff college where women as well as men could be trained. On the second, Mr. Willink's view that "both centrally and locally there is need to make more widely known the scope, the importance, and, therefore, the human interest of the work with which our local authorities are concerned," and his statement of the need for more publicity to "create a better and more widely-spread knowledge of the responsibilities that local authorities have and the way they are discharging them" was strongly echoed by Mr. Arthur Greenwood.

Home Secretary's Tribute

That the Government endorses many of the views expressed was made clear by Mr. Herbert Morrison when he wound up the debate. "I would like," he said, "to see a good municipal civil service, in which the officers were the officers of the local authority, but in which there was a channel for promotion, training, and selection and so on, under which I am certain that, high as is the quality of our local government service officials, it would become very much higher. . . . The Ministry of Health is concerned with the quality of the service and must take account, and will take account, of the problems of the local authorities."

Though declining to commit himself on any of the detailed points made in the debate—beyond promising that the Minister would note the suggestion for a staff college—Mr. Morrison paid a warm tribute to local government, particularly during the war. "Our democracy," he said, "Parliamentary democracy itself, owes a lot to local government. The local authorities generally, their officers and members, have served the country well over the years. They have certainly served the country well during the war period. They have been called upon . . . to administer a large number of strange new services, some of which were not particularly natural to local government. They have undertaken them and adapted themselves, and taking them by and large they have been a first-class success in the administration of these wartime civil defence services and other services. Our belief as a Government is that the record of British local government is a great one. We appreciate what it has done in the war and our only anxiety is that the future of British local government may be as brilliant and worthy as its past."

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Whitley Council Supervision

WHILE it did not provide much additional detail to the rather sketchy picture of the future of local government outlined in the White Paper, the debate did, as will be seen, cover much of the ground upon which NALGO has based its policy for the future of the local government service, and elicited from all sides of the House general approval for that policy. On two points we can supplement it.

The central feature of the Hadow Report on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers, to which both the Minister and other speakers referred, was the establishment of a Central Advisory Committee, composed of representatives of all types of local authorities, of the Ministry of Health, and of local government officers, able to give continuous consideration to all questions affecting local government officers. That suggestion met with only lukewarm support from the associations of local authorities and, although a committee was appointed, it never functioned. But NALGO has now taken the suggestion a stage further and has improved upon it. In the "charter" for the service, which Mr. Burden outlined, and which (as we report on page 287) the staff side of the National Whitley Council has now adopted and passed to the employers' side for consideration, it is proposed that the National Whitley Council itself should become the central advisory body for all service questions, dealing not only with salaries and conditions of service, but also with recruitment, selection, promotion, and training before and after entry.

No better body could be found for the purpose. All its members, on the employers' and the staff sides alike, have spent their lives in local government and have an unequalled knowledge of the needs of the service and the possibilities for its future development. From it should emerge proposals that will be practical as well as constructive, and that will be calculated to meet the widely varying needs both of the different classes of officers and of the different types of local authority. Provided all concerned will "play"—as there is every reason today to believe that they will—the National Whitley Council will become an influence of outstanding value in moulding the better, more efficient, and more flexible local government service for which Parliament has called.

NALGO's Exhibition

The second point upon which we can supplement the debate is in respect of Mr. Willink's call for action to "make more widely known the scope, the importance, and therefore the human interest of the work with which our local authorities are concerned." In that task NALGO has been a pioneer, and it is by a happy coincidence that, less than a month after he spoke those words, Mr. Willink will be opening, in County Hall, the centre of London's local government, the national exhibition which this Association has prepared. In that exhibition—which we hope to describe in detail next month—he and the many M.P.s, London mayors, and others who are being invited to attend, will see the first attempt yet made to present, in telling picture and diagram, the scope, the importance, and the human interest of local government.

We hope that all members in the Metropolitan area who can visit the exhibition during the week of its initial showing will do so, and will take or send their friends. Later, both the main exhibition and facsimile copies of it reduced to a size more suitable for public libraries and similar buildings will tour the main provincial centres, and it is gratifying to learn that many branches are proposing both to supplement it with local material—essential to any *local government* exhibition—and to use it as the centrepiece for local public relations activities.

We hope also that all who, having seen it, consider that it might be improved, will send Headquarters their suggestions. Although it is, we believe, the most successful attempt yet made to depict pictorially the scope and importance of local government, those who prepared it are only too conscious of its imperfections. Rarely can an exhibition have been produced under so many difficulties and amid so many heartbreaking setbacks, handicaps, and delays. We regard it, not as NALGO's last word on the subject, but its first, a trial essay for the exhibition that, when photographers, artists, materials, and facilities are once more freely available, will do justice to its magnificent subject.

THE NALGO EXHIBITION OF LOCAL GOVERNMENT

will be opened by

THE MINISTER OF HEALTH
The Rt. Hon.
H. U. WILLINK, M.C., K.C., M.P.

at

COUNTY HALL
Westminster Bridge, London, S.E.1

on

WEDNESDAY, MARCH 14, 1945
at 10.30 a.m.

Exhibition Open Daily, March 12–17
10 a.m.—7 p.m. Admission Free
Saturday, 10 a.m.—5 p.m.

Public Relations in Reverse

THIS exhibition forms a part of one side of what NALGO regards as the proper public relations policy for local government—telling the citizen what local government is and does. But there is another side. Public relations must also work in the reverse direction, telling the administrator, whether councillor or local government officer, what the citizen thinks about his work, and what he wants.

An interesting and most successful experiment on these lines was made recently by the Merseyside Civic Society. On the invitation of Liverpool city council and with the aid of the "Liverpool Daily Post," the Society organised a big competition with two objects—to invite new and practical suggestions for improving the amenities of Merseyside, and to ascertain the views of the people on the improvements they want.

The result was remarkable. Nearly 10,000 suggestions were submitted, embracing all sections of municipal activity, and ranging from the creation of a regional authority for the area to the conversion of E.W.S. tanks into children's sandpits, from skyscrapers with roof gardens and helicopter landing spaces to built-in window boxes. All the suggestions, together with reports of group discussions held on them, have now been incorporated in a book, "Merseyside of the Future," published by the "Liverpool Daily Post and Echo" at 2s. 6d.: it forms a fascinating synopsis of ideas which every councillor and officer might profitably study.

The Civic Society is now working to get the best of the suggestions adopted, nationally as well as locally, and to turn to practical use the vast fund of civic interest the competition has aroused. In particular, it is considering how best it can mobilise to constructive peacetime purposes the civic patriotism evoked during the war among members of the civil defe services.

This is an urgent problem in every to Were it possible, during the next five ye to harness to the work of reconstructing civic and cultural life one-half of the en and enthusiasm which has been devoted du the past five years to the work of civil defe the war savings movement, and "digg for victory," the better Britain we are al eager to talk about would change from dr to fact. Could not NALGO give a lead in that direction also?

A Unified Ambulance Service

THE suggestion in last month's jou that Gateshead might be the local authority to provide a unified ambul service for all classes of patients has evo an indignant protest from a member of L.C.C. branch, who points out that the L.C has been operating such a service since 1

In that year the L.C.C. accident ser was merged with the general ambulance ser of the Metropolitan Asylums Board (tr ferred to the L.C.C. by the Local Governm Act of 1929) to form a single organisation all purposes. For accident work there 32 ambulances at 16 stations covering whole L.C.C. area; calls average (in nor times) nearly 160 a day, and the average t taken to reach an accident is seven minu For general ambulance work, there are vehicles, available to carry sick people, cluding those with infectious diseases, to from hospital. The whole service, acci and general, is centrally controlled fron single switchboard to which all telephone c for an ambulance are connected, and which private lines to the various ambulance stati

Trade Unionism in America

STUDENTS of American labour organ tion are agreed that, despite its phe menal advances in many other spheres, it mains far behind this country in recogni of the value of trade unionism and collec bargaining. Nevertheless, it comes as a sh to read this opinion of Justice William Murray, of the Supreme Court, Alba reproduced in the "United States Munici News":

"To tolerate or recognize any combinat of Civil Service employees of the Governm as a labour organization or union is not e incompatible with the spirit of democracy, inconsistent with every principle upon which Government is founded. Nothing is m dangerous to public welfare than to admit hired servants of the State can dictate to Government the hours, the wages and conditi under which they will carry on essential serv vital to the welfare, safety and security of citizen. . . .

"Much as we all recognise the value and necessity of collective bargaining in indust and social life, nonetheless, such bargaining impossible between the Government and employees, by reason of the very nature of Government itself. . . . Collective bargain has no place in government service. The ployer is the whole people. It is impossible administrative officials to bind the governm of the United States or the State of New Y by any agreement made between them representatives of any union. Government offic and employees are governed and guided by l which must be obeyed and which cannot abrogated or set aside by any agreement employees and officials."

If we compare that with NALG position today, and with its wartime succes against reactionary local authorities, we m feel that the position is not so gloomy after a

It is the aim of "Local Government Servic to encourage the fullest freedom of opinion expression with the Association. Unless fact is expressly stated, therefore, views forward in the journal—whether in the editor columns or in signed articles—should necessarily be regarded as expressing the c sidered policy of the Association.

Every Citizen Plays His Part in Russian Local and Central Government

By Miss D. M. ADAMS, B.A., Assistant Secretary, Leicester British-Soviet Friendship Committee

IT is impossible to make a point-by-point comparison between British and Russian local government, yet each country may learn much from the other. The first major difference is that, in Russia, national and local government cannot be separated. From the top—the Praesidium of the Supreme Soviet—to the bottom—the smallest, humblest housewives' committee in a block of workers' flats—all soviets, all councils, all committees, are integrated in national government. It is this integration, the importance of every single person's contribution towards the government of his country, that is so noticeable a feature of soviet life. It is the basis of the soviet manner of government, springing from the early revolutionary days when, all over Russia, the workers took control by means of soviets or representative councils of soldiers, workers, and peasants, and the Russian people began to control their destiny, economically and politically.

The Soviet Government has never lost sight of this basis of the group, or soviet, of elected, representative persons. True, in twenty-seven years the State has become complicated, as in all highly civilised and industrialised nations, and the constitution of 1936 embodies certain fundamental changes; but the form of government remains essentially soviet—a "multiform democracy."

It means, in practice, that in every sphere of life, from the school upwards, in college, university, workshop, factory, collective farm, army, navy, air force, through trade unions and co-operatives, every adult and child in the Soviet Union is imbued with the idea, and the duty, of taking an active part in some form of local government, or self-government. Meetings and elections are a normal, regular and frequent part of soviet life. The most beneficial effect of such training in service to the community is the constant habit of discussion and creative criticism. There is no apathy in the U.S.S.R., no disappointingly low polls at the elections.

One can best see how this alertness, this popular awareness, works out in local government by following through the method of electing a city soviet. Up to 1936, the city soviet was elected at relatively small open meetings held upon an occupational basis. These meetings could be attended by all workers in a factory or other organisation over the age of 18, regardless of grade, wage, or sex. After 1936, elections were put upon a regional or territorial basis, as in Britain. But the old occupational unit still meets as a kind of pre-election gathering to discuss nominations. Then there are further meetings of all electors within other organisations—co-operative, cultural, sports, and youth, etc. Finally, come the regional and district electors' meetings.

Just as anyone over 18, irrespective of race, religion, sex, or grade may be an elector, so may anyone, including serving men in the Forces, be a candidate for election. But candidates—all of whom are workers—are not nominated on party grounds. There are no rival parties; all the people are socialists. The only rivalry between candidates lies in the comparative excellence of their records as workers and citizens. Some may have done good work as leaders in factory brigades and teams; some may have increased production (and so added to the wealth of the country) by Stakhanovite methods; some may have alleviated suffering by devotion to science or medicine; some may have improved schools and nurseries by application and study; some may have made their city soviet notable by organising ability; some may have raised the cultural level of their city, town, or village by creation in the fine arts. Many "eliminating" meetings will be held before the actual nominations go forward. The candidates' "campaigns" consist not in offering to curtail this or that "rate." but in answering rigorous questioning on their record of work and their fitness to represent their fellow workers. They offer no programme: the electors instruct them in what they are to do.

An interesting and useful practice is the "recall." Not only may dissatisfied electors recall their representatives from city and village soviet, but even from the Supreme Soviet of the Union, without waiting for a municipal or general election.

The city soviet, like our city councils, looks after finance, education, health, transport, police, water supply, etc. But, since the foundation of every public activity in Russia is socialist, the Soviet's list of municipal undertakings—much larger than is that of the British city council, including theatres and cinemas for both adults and children; municipal bakeries and dairies; municipal heating (laid on direct from the streets to flats, offices, and schools); and municipal trading and shops. This trading is greatly encouraged.

Here, again, we see the close integration of every kind of local activity. There is constant consultation between the city soviet and local industry and the trade unions. With the latter, too, is close co-operation in the maintenance of nurseries, creches, rest homes, and sanatoria, and the whole vast business of social insurance—all of which is handled by the trade unions, not by the State.

The practice of co-opting voluntary workers with specialised knowledge or experience on to sub-committees is more general than in Britain. Even school children may be drawn into local government activities; a sub-committee which looks after the tidiness and order of the public parks in Leningrad was (in 1939) composed entirely of senior school pupils.

The power of a city soviet is considerable. It is expected by the central government to balance its budget, but every facility is given to it to develop and expand. This is largely affected through the complicated plans of development for the whole Union—and there is nothing like this planned production anywhere else in the world. For each five-year period, the growing needs of the country are assessed and the resources in work and materials calculated. Then the plan is prepared to cover the whole industrial, agricultural, and economic life of the country. Each district, city, village, and farm is given its own yearly plan, and the planning is reciprocal. On receiving its plan, the city or village soviet, the industrial or agricultural organisation, calls meetings at which the plan is discussed with the enthusiasm and thoroughness characteristic of the way in which public responsibility is undertaken in Russia. Emendations go back to "Gosplan" (the central planning authority), more discussion follows, until the final plan is accepted, and work begins.

The outstanding feature of Russian administration, then, is the unity and integration of all national and local government, and the sense of public duty and pride in achievement which animates the people.

We Shall Need Welfare Officers in the Post-war World

By Miss J. Y. WALSH, Chairman, Southern District Women's Sub-committee

NEVER has so much attention been given to the welfare of the worker as during this war. Many women are employed as welfare officers in the Women's Services, in factories, workshops, offices, etc. What of their future? Can local government find a use for some of this material? I suggest it both can and should—for example, in dealing with its housing programme.

Only a small number of local authorities employ women as housing managers (Octavia Hill trained), welfare officers, or as home visitors (Institute of Housing members). Before the war these local authorities were referred to as being enlightened. The experiences due to evacuation have, or should have, enlightened many more authorities and it is hoped that they will use women in the work of housing the post-war population.

The wide experience gained by the woman welfare officer in the Services where, owing to the conscription of women, she has had to deal with all types, has provided invaluable training; while in the Services and in industry, women have grown accustomed to taking their problems to her. They should be provided with a similar service on their return to peace-time life.

Most local government housing estates tended to segregate families mainly on income basis; it has generally been agreed that this was a mistake and should not be repeated. As by far the greater number of houses will have to be provided by local authorities, every encouragement should be given to the future tenants to take a pride and interest in the well-being of the estate. The woman welfare officer would be the ideal person for the job.

It is obligatory for local authorities to employ a health visitor on the basis of population. I visualise a future when the housing welfare officer is considered as desirable and as necessary as the health visitor and the sanitary inspector. One has only to read "Our Towns—A Close-up" to see the shortcomings of our social administration, and the recommendations of the investigators—the Women's Group on Public Welfare—who produced this book can best be acted upon by using the women who have gained such wide experience during these war years. I can think of no better use to which welfare officers could be put, or from which they would get greater satisfaction, than in helping in the numerous and varied problems that are dealt with by a housing welfare officer.

They would be able to help women towards that fuller and better life which we hope is in store for them in the years to come.

When he addressed the national conference of 6,000 women at the Albert Hall in 1943, the Minister of Labour said that the war work of the women of Britain had tipped the scales of victory. We owe it to these women to give them every assistance we can in the post-war world.

A Jamaican Looks at English Local Government Today

By G. LOUIS BYLES, Clerk of St. Ann Municipality, Jamaica

ON March 1, 1943, Mr. L. Hill, former general secretary of N A L G O, arrived in Jamaica on a mission from the Secretary of State for the Colonies, to inquire into the local government of the island and to submit recommendations for its reform. I met Mr. Hill soon after his arrival, and was immediately struck by his zeal to do the best he could for Jamaica, and the store of knowledge and experience on which he could draw for the job.

Mr. Hill found an island of 1,300,000 people administered by a colonial governor as head of a legislature comprising both elected and nominated members, one corporation, and 13 parochial boards composed of members elected by popular vote of the ratepayers every three years.

The legislature was on the eve of reform by an expanded constitution designed to give Jamaicans a greater share of responsibility in the government of the island, and to lead ultimately to self-government. A condition of this new constitution was that local government which, so far as it has gone, has always followed the English pattern, should be extended and revised. The Secretary of State had seen clearly that, for the central government at the top to be effective, local government at the base should be sound.

I will not go into the details of Mr. Hill's report, which has been received with great satisfaction throughout Jamaica, save to mention one of his recommendations—that Jamaican local government officers should be given the opportunity to travel and to study the systems of other countries. As a result, three officers, of whom I was one, were awarded scholarships. Two went to America; I chose England because, apart from its highly developed technique of local government, I am intensely interested in finding the philosophy by which it has successfully weathered the storms all down the centuries and has met the needs of the people from age to age.

A Princess—and Fly-Bombs

I landed in Scotland on June 4. While in Edinburgh, I thought that I should call on the town clerk, so armed with a letter of introduction, I went to the town hall. At the gateway I saw an unusually large crowd, behind a lane of policemen, and within the courtyard many people in robes, bedecked with medals. The town clerk's offices were before me, so, with a gentle "pardon me," I elbowed my way through the crowd, police, officials and all! No one questioned me—in fact, they made room for me, taking it for granted, I suppose, that I had a right to be there. Reaching the inner portals, I inquired of one of the bedecked persons my way to the town clerk's office. The gentleman showed great surprise, telling me that the offices were closed, the town clerk being with the Princess Royal who was expected at any moment, and that I was now a part of the reception party awaiting her arrival. He suggested that I should remain, which I decided to do. Thus my introduction to local government in this country was both unusual and thrilling.

It had been arranged that I should spend the first few months of my stay with Croydon county borough council, and I set out upon my mission just about the same time as the flying bombs started on their mission of destruction and distress . . . we seemed to meet at Croydon, the most heavily fly-bombed borough in England!

I shall never forget those first weeks in Croydon. There I saw for the first time what team work in local government really meant to the nation. Overnight, the council and staff were faced with widespread devastation. During the ten weeks of continuous attack 54,000 houses—three out of every four—were damaged or destroyed. Their occupants had to be fed and housed, streets had to be cleared, water mains, gas mains and sewers

"It seemed a pity to waste his wartime experience."

repaired, the wounded cared for, the dead buried, and records kept. In addition, the ordinary day to day work of local government had to be carried out.

This would have been impossible but for the solid team work of councillors and staff. At special committee meetings, although there was abundant evidence of conflict between the wish to press points of view and the readiness to sacrifice them, a common plan was reached to see that the vast machine should be most efficiently brought to bear on the problems, and manpower mobilised for the greatest benefit of the citizens. The people naturally turned to the town hall for aid and direction, and both were available. My impression was that here was a human thing, not a machine; those taking part thinking in terms of people as well as things, planning for the well-being of the citizens, for whom they felt personally responsible.

They Kept on the Job

Members of the staff felt it their duty to "pull together" and be on the job. I remember one morning meeting at the entrance to the town hall one of the porters, his head swathed in bandages, and looking very pale. He told me that he had been bombed out the night before—but there he was back on the job next morning. Some of the senior officers hardly knew what it was to be in bed for three hours during many nights of the worst spells, yet they were on the job each day, keeping the work going.

My first council meeting was memorable. It was the first in the council's history to start in the council chamber and adjourn to the shelter in the basement. The most significant feature, to my mind, was that, despite the abnormal conditions, the council spent quite five minutes debating the merits of an application from a girl guide company for permission to use a small square on part of council property in which to hold their meetings. T ordinary needs of the citizens had still to met!

From Croydon I went to Bristol, where spent a great deal of time going round w various officials and studying their plans f rebuilding that much-bombed and incie city. I was greatly impressed with the amou of thought and careful planning being put in the task of removing the blot of slums in th seaport town. The housing manager told n once that he was convinced that local gover ment had in the past laid too much stress bricks and mortar rather than on the *peop* who were to live in the buildings. Someo else said to me, "A house without a sou home inside it soon becomes slummy."

In Bristol I found that a section of the st devoted their time to getting friendly with t people who were to live in these houses, stud ing their problems and trying to build in them right ideas of home life and home ca so that these new houses might remain healt and pleasant instead of ultimately becomi parts of slum areas.

Lead to a Better World

But the thing which impressed me mo in Bristol was to find the mayor and ma leading citizens busily engaged in launchi a book which, the mayor told me, must go in every home in the city. This book presented working programme of sound homes, tea work in industry, and a united nation, showi how we could all start in our homes, factorie and offices to build a new nation—to bat against the internal enemies of selfishnes greed, moral rot, and dishonesty. To quo from the book: "The fight is on. The fig against our apathy, waste, complacenc extravagance, buckpassing, materialism—all of the subversive forces. Civilian and soldi must fight shoulder to shoulder. The bat line runs through every home, every can every office, every factory, every farm." immediately sent copies of this handboo to leading citizens in Jamaica with an accou of what was being done by local governme leaders here to fire the imagination of citize with a new purpose and a plan for nation unity. It was most fitting, to my mind, th local government should take this lead and s the pace in removing barriers and building better world.

From Bristol I went to Oxford, where spent two months—but that is another story.

Sound Technique—and Philosophy

If I were asked to put in a sentence wh had impressed me most in this time—apa from the great kindness constantly shown me—I should say that it was the fact that loc government needs both a sound technique a a sound philosophy behind it. I am learnin both here.

The technique needed lies in the caref application of wise principles to each ne situation, and constant critical examination local government machinery to ensure that shall meet new demands.

The philosophy needed is that of a fightin faith in the central importance of sound cha acter with its qualities of integrity and spi of unselfish service—a philosophy that sets thinking not only of public services but people, not only of houses but of homes, n only of committees but of co-operation, n only of efficient machinery but of the value men of vision and leadership.

Without such a philosophy, local gover ment becomes impotent and risks replaceme by a non-democratic control. The materia ism of much recent writing on local gover ment, although often accompanied by brilli and plausible theories of technique, m endanger its very foundations. Britain and t West Indies have a common battle line he and the constructive forces must fight safeguard a heritage and to establish a sou future.

JOINT BUYING A POST-WAR NECESSITY

Mr. Boswell King's article in the January journal on the work of the L.C.C. supplies department and the value of central purchasing generally has aroused much interest. Below we publish three of the contributions received from readers on the subject.

Providing Better Goods for Less Money

By GEORGE CARNEY, Central Purchasing Officer, Sunderland

IT is an extraordinary fact that so many local authorities, in other respects so concerned with the ratepayer's pocket, continue to overlook the advantages of central purchasing—a system which is of benefit to ratepayers, taxpayers, and the local authority alike. This is the more surprising in view of the recommendations of the Committee on the Standardisation and Simplification of the Requirements of Local Authorities, the first and second reports of which (H.M.S.O., 2d. and 6d.) were sent to local authorities by the Ministry of Health in 1934 and 1935. Those recommendations—based on a thorough investigation of the purchasing methods of government departments and local authorities, large and small, included the following:

Bulk purchase, if it is accompanied by standardisation and simplification, enables better goods to be bought for less money;

Bulk purchase cannot be operated with maximum success unless the requirements of the buying unit are large enough (*a*) to command large-scale buyers' terms, and (*b*) to employ experienced staff;

Local authorities might, with advantage, co-ordinate their requirements and/or combine with other local authorities and so create a buying unit of appropriate size; and

For small local authorities, combination with a larger neighbour is likely to prove most effective, not only because of the magnitude of their joint requirements but also because of the advantage of employing the larger authority's technical staff.

For the large county and county borough councils the case for a supplies department is unanswerable. The experience of those corporations which have combined a centrally administered purchasing organisation with an efficient central stores system, demonstrates this arrangement to be the one best suited to the needs of large authorities.

Smaller authorities wishing to obtain the benefits of large-scale buying can best do so in co-operation with larger neighbours which have already established a purchasing organisation. Geographical reasons must largely dictate the course to be followed in individual cases—whether, for example, one or more urban or rural districts should combine with an adjoining county borough or with the county council—but where such an arrangement can be made it will confer benefits on both the central authority and those who combine with it.

The improvement of purchasing methods in local government is a subject which the associations of local authorities might with advantage consider, with a view to providing machinery for joint consultation between the various classes of authorities. Purchasing organisations such as those established by the London, Surrey, Kent and the West Riding county councils and by several of the larger county boroughs, could give valuable advice and assistance.

Machinery for joint consultation might also be used to raise the standard of purchasing in other directions. It is becoming increasingly recognised, for example, that one of the first essentials for both producers and consumers is the laying down of proper standards covering the many classes of goods common to all local authorities. The British Standards Institution has already done a great deal in this direction, but there are many classes of goods not covered by B.S. specifications. The adoption of agreed standards for textiles and other classes would be of inestimable benefit, not only to municipal purchasers, but also to manufacturers themselves who have so often complained at the lack of uniformity in sizes and qualities of goods demanded by local authorities.

Greater Efficiency in Administration

By a Metropolitan Borough Order Clerk

CENTRAL buying is desirable from two points of view—to perform a more efficient service in the commercial structure of the local authority and to get the best return for the ratepayers' money. These requirements cannot be attained by having officials in different departments spending part of their time in clerical work and including ordering as a sideline. It seems as reasonable for buying to be centralised as it would be unreasonable to divide the activities of the treasurer's, valuation, or any other department. Buying is a full-time and specialised job, and, in 25 years' experience as order clerk for the two biggest buying-departments of a metropolitan borough council, I have seen many instances where public money could have been saved had other departments used a central office, with its wider knowledge, to do their buying for them.

Apart from its primary benefit of getting better goods at a lower price, central buying offers many other advantages:

Inquiries from the treasurer's department about accounts which quote no order number would be confined to one office, instead of going "round the building";

A central office would have knowledge of items required by two or more departments which, when aggregated, would be worth while incorporating in annual contracts;

If "estimated annual quantities" are included in tender forms, a better knowledge of them would result from having order books in one office;

Where two or more departments want similar goods at the same time, centralisation might result in better buying terms;

The delays caused when quotations and correspondence addressed to the local authority generally have to be assigned to the right office would be avoided;

Less time would be wasted in putting through telephone calls from firms to the right department;

The difficulties and delays caused when goods are delivered to the town hall itself instead of to the particular stores designated would be avoided;

Delays now caused when order books are wanted for internal reference or for further urgent orders after they have been sent to a departmental officer for signature would be overcome;

The knowledge gained from manufacturer's literature, catalogues, and representatives would be available for, and used on behalf of, all departments (In this connection representatives often say that they are bewildered by the varying procedures among different authorities and may have to call on three or four departments about the same commodity).

In my own authority, the main obstacle, as it has been put to me, is that some chief officers might object to their orders being signed by someone else. If this is so, it jeopardises prospects from the start, and tends to militate against the advantages of central buying being brought to the notice of the ratepayer's representatives for consideration of the plan on its merits. It would have been more to the point had the Ministry of Health, instead of asking local authorities to "consider" the reports of the Committee on Standardisation in 1934-5, had asked them to give concrete reasons why such a course should not be adopted. The over-riding principle should be to spend the ratepayer's money as efficiently as it is collected.

A Practical Plan for London Boroughs

By S. H. WINWOOD, Stationery and Printing Clerk, Camberwell

METROPOLITAN borough councils, each carrying out practically identical duties, could reap many advantages by co-operating in drafting and printing similar forms, books, and systems, and purchasing these items, together with their stationery and office requisites, through a buying centre created for this purpose. Although the proposals below refer mainly to the 28 metropolitan boroughs and the city corporation, they could, if necessary, be extended to cover all the local authorities in Greater London:

(*a*) Metropolitan borough councils should, through the Metropolitan Boroughs' Standing Joint Committee or some other joint body, set up an organisation to examine and advise which forms, books, records, and systems for each activity could with advantage be recommended as the standard to be used by all the councils participating, with the necessary topographical alterations.

(*b*) Councils should create a central organisation for the purchase and issue of all the general printing, stationery, etc., required by them (excluding official records, such as agenda papers, minutes, etc., which must be individual to each council).

At present, there is no co-operation between the councils in buying their many stationery and printing needs. Even when instructions are sent to the boroughs from one of the higher authorities giving details of forms to be used or posters to be displayed for any special activity, each council arranges for the necessary printing by its own printer—with the result that the forms or posters are seldom alike, while 29 printers have each had to set the type and print them, when it would have been possible for the type to have been set once only, with the necessary alterations of name.

Methods of buying printing and stationery differ between one local authority and another. These range from those which allow an officer in each department (often ignorant of printing technicalities, and about sizes, weight, and qualities of paper and boards, and thus unable to use the materials and labour of printers to the best advantage, and liable to expose their local authorities to charges which they cannot efficiently check), to the few which have centralised printing and stationery offices, staffed by officers with technical experience and training, who co-ordinate and buy in bulk the needs of all departments.

The post-war period will probably bring more work for the metropolitan councils and standardisation of working and routine will, therefore, be more desirable than ever. The proposals outlined above would be a necessary preliminary step in this direction, which should lead towards increasing uniformity of administrative method. Moreover, their adoption would simplify administration, since officers transferring from one authority to another in the area would find work under the new authority identical with that under the old.

Day Nurseries, Useful in War, Will be Wanted in Peace

By Miss N. ELLIOTT, S.R.N., S.C.M., A.T. (Lond.)

Many matrons and nurses employed in local authority day and residential nurseries are now members of N A L G O. In this article, Miss Elliott, who is matron of a residential nursery at Northallerton, describes their daily work, stresses its present value, and hints at its future possibilities.

THERE are two kinds of nurseries—day and residential—and this is a picture of the former. It may be in a large house, suitably converted, or it may be in a building specially planned for the purpose.

Accommodation usually consists of reception room, bathroom and lavatories, nursery proper, kitchen with milk pantry, staff room, isolation room, linen room, matron's office, and garden, with a covered shed for prams and large toys.

The reception room should be heated and should have low seats round the walls upon which the children can sit while they have their outdoor clothes removed and a hat-and-coat peg for each child over which is a picture symbol—such as bird, flower, or animal—to enable each to know its own place.

The bathroom usually contains two baths, several small hand bowls, and an adult hand bowl for the staff. Each child has its own towel, face cloth, toothbrush and mug, comb and hair brush, each identified by the same symbol as the child has chosen for his coat peg.

The nursery is normally divided into two compartments, one for babies and tinies aged up to two years, and the other for toddlers aged from two to five. The toddlers' section may be further subdivided into two parts, one for meals and one for play, or it may be left as one large room and used for both purposes. Equipment includes small tables of the nesting kind, to seat four, chairs of different sizes, a feeder for each child, several sets of cupboards (some locked, in which the teacher can keep special educational toys, the others left open, to allow the children free use of their own treasures) and several play mats. The tables may be covered with American cloth at first, but coloured cloths and vases of flowers should be provided as soon as the children can appreciate and value them.

The baby nursery contains cots, toy cupboard, linen cupboard, small tables, baby chairs, play-pens, prams, and clothing lockers. Towels and clothing lockers are numbered and named with each child's name. When a baby is brought in, it is undressed, washed or bathed, and dressed in nursery clothes, its own clothes being stored in a linen bag in its locker until it is time for it to go home.

The garden should face south if possible, and should include a quiet corner away from the toddlers, where babies can be put in cots, prams, or play-pens, and a hard-surfaced playground for days when the garden itself is too wet.

Other equipment needed includes stretcher beds and blankets for toddlers, rest cots and bedding for babies, china and cutlery, special toys, such as swings, see-saws, climbing frames, sand pit, buckets and spades, books, educational toys, building bricks, beads for threading, finger paints, chalks and blackboards, pencils, soft toys, pushing and pulling toys, and skipping ropes, together with feeding bottles, teats, sterilizer, refrigerator, milk jugs, and measures.

When the child arrives at the nursery at, say, 8 a.m., the nursery staff help him off with his hat and coat and show him how to hang it up. Then, after a visit to the lavatory and bathroom, he is taken into the nursery, welcomed by the other children and staff, and given his place at table for breakfast. A new arrival is normally shy for the first few days, but it is surprising how quickly he gets into the routine.

After breakfast, the children have their cod-liver-oil, visit the lavatory, and wash their hands (this routine of lavatory and washing is followed before and after every meal). Then, until it is time to get ready for dinner, they go for a walk or play in the garden. After dinner they are settled on their stretchers and covered with blankets for a rest period of one hour. This over, they visit the lavatories again, have an orange drink, and either go out for free play or play with the special educational toys. Quiet play is always followed by free play, then it is time to prepare for tea. After tea they have a sing-song or the staff tell them fairy tales until it is time to prepare for home.

Once a week the staff fine-comb each child's head, wash his hair (unless specially asked not to by his mother), and cut his nails. Towels and face flannels are changed and combs, tooth-brushes and hair brushes washed and disinfected each week.

While attending the nursery, the health of the child is watched by the welfare doctor, who examines him on admission, recording his weight, height, and general condition on a health card, and thereafter examines him once a month.

He is trained in good habits, both personal and at table, and taught to be friendly with other children, and courteous to adults. It is surprising how quickly children can develop good manners and friendliness to others when they are surrounded daily by love and care. I do not allow my staff to make a favourite of any child because, while it is natural for one child to be more lovable than another, it is not good for the children.

If anything is brought to the nursery for the children, I divide it equally among them, thus teaching the virtue of unselfishness. An illustration of this training was shown to me by the children last summer. We are fortunate in having a large garden and orchard, and I had taken a number of toddlers into the garden while the smaller ones were having their bath. The apple trees were laden with apples and I gave one to each child and said that we would sit in the garden until they had eat them. This did not seem to please them, a when I asked what was the matter, they answer almost with one voice that they wanted some f the children in the bathroom. When I gave ea child a second apple they went off happily to gi it to their friends in the bathroom, and th returned to the garden to enjoy their own. Th incident made a great impression on me, illustratin as it does the value of training and the way which small children absorb the good manners a actions they see in their early life.

For the mother, too, the effect of the nurseri especially during war-time, must be good bo mentally and physically—mentally, because s knows that her child is being cared for, kept clea given regular meals, and that its health is bei improved; physically, because the children lea the nursery clean and satisfied and have usual had such a busy day that all they need is to b undressed and put to bed, thus enabling the moth to do her housework without having them roun her until late at night.

While the nurseries have been valuable, f both children and mothers during the war, I fe sure that they will still be needed in peacetim though their use may vary in different parts of th country. Many children will have lost the fathers, and mothers will still have to work t supplement their allowances from the Governmen to enable them to bring up and educate the childre properly. It is in such cases that the nurseri will be specially valuable—perhaps, as some a doing now, having a number of beds allocated f children to stay the night, going home only a week-ends.

Children entrusted to the nurseries are reall loved, and though the work is not easy, it giv us great pleasure.

The Library Assistant Checks Bombers Now

By Miss J. M. Trendall

Reprinted from "Greensleeves" Journal of the Luton Public Libraries Department.

ONCE upon a time at the word "industry" my mind conjured up a grim nightmare of Iron and Steel, noise, swear words, turning wheels, begrimed men, fiery devils wearing goggles, and all labelled "mass production." In reality some of it *is* grim—and men *do* swear !—but the men and women one meets are kindly folk and the girls sing at their work.

After the initial months of training, full of self-consciousness and foolish mistakes, of grappling with "red tape," filling in forms in duplicate, forms in triplicate, I found myself a fully fledged Examiner and posted to an aerodrome. For a while the newness of it all and the shock of discovery that "nursery days" were over made each day somewhat of a blur, but presently my sense of humour came into action, and I began to enjoy myself.

In *theory* I knew a lot about temperature control, melting points, hardness tests, etc., but faced with my first process check on zinc plating, the sight of great baths, numerous thermometers and dials left me shaken, and how did one set about acquiring a "sample of the electrolyte" anyway ? Dare I get a little bottle and scoop some out ? I discovered that it was good policy to ply the lab. assistants with coffee in the canteen and then they would talk for hours about cathode surfaces, and "twaddle," and by offering a simple cheese roll to one ardent chemist, I was told how to "prevent the occlusion of nascent hydrogen."

Not very long ago a misguided "Senior" asked me to do a Gravity Check on a bomber. "I've never done one before, nor seen one done," I murmured apologetically, and a little hopefully. "Neither had I at one time," he said, presumably to encourage me," and disappeared into his sanctum. "Gravity" made me think of apples not bombers, so when no one was looking I flew to the "book of words" and there I discovered that the operation before me entailed weighing the machine with its tail up, or more officially, in "rigging position," and with its tail down, adding or subtracting the weights of various gadgets according to their position in the plane, and finally using a wicked little formula (maths again !). Apparently, the result, or C. of G., would affect the pilot's comfort, for he must sit as near the answer to my formula as possible.

The next step was to don a boiler-suit. Now I had a choice of two. Once I had cherished hopes of acquiring glamour as a war worker (zipped into a natty overall) and even considered changing my hair style to match, but I must admit I was disappointed. The cleaner of the two garments was four sizes too large and, pulled in at the wais suggested quite frankly "duck's disease." Th other looked workmanlike enough, but was a b short in the leg. Anyway, after a little judiciou needlework, I went forth to this mighty task.

In the middle of the hangar stood the "mossie, magnificent in its "night-black" glory, and besid it as if on guard two surly-looking men who sai not a word and looked unhelpful. I wondere how one weighed an aeroplane and in my pani visualised gigantic scales and great ton weight I looked round frantically, but no, nothing wa to be seen. The men grew bigger and the bombe much blacker, I'm sure. It was bitterly cold, ye my face was hot enough. I spoke to the men i what I hoped was a confident manner, and smile but with my teeth chattering the effect may hav been fiendish. "Have aerodynamics got thei figures ?" The surliest monster melted. "Ye miss. We left her on the bridge for you—shall open up ?" (Bridge ? Open up ? Oh, well "O.K.," said I, still brightly, and suddenly ther was a hole in the floor and a ladder going dow into the blackness. Descending and ascendin were feats and I discovered during the next fe days that it hurt to sit down. However, at th bottom of this pit were the elusive scale and lovel sliding sensitive weights, and the mystery wa solved.

There was a day when it seemed all the operator on the line wanted to work on the same machine and to get into the congested cockpit I had to climb through the canopy. The perspex was covered i thick yellow lanoline, and to acquire as little a possible on my person, I had to perform con tortions. But somehow even when most of m was in the pilot's seat one foot was caught up i the air. A helpful mechanic suggested that I sa on the line while they built planes round me !

There have been so many incidents to laug at, and there are many stories to tell: th search for "digs," accompanied by a faithfu suitcase, the stories the "British Workman" ha to relate and the shamefaced way some of ther apologise for their language at unguarde moments ! No borrower ever caused such mirt as "the witch," who with bedraggled hair an slacks at "half-mast" pops her head in at th door and shrieks (all on one note !) "Misshtrengle will you come anmarkanotherone."

Never have I felt so small as on a memorabl afternoon when I had to watch a man paint re lines round silver fuel tanks and asked hi whether he'd find it easier with a stencil, thinkin it would be quicker. In conversation with hi later he informed me he was an artist and ha studied under Paul Nash.

Oh, dear, here's "the witch" again and s "Misshtrengle had better goanmarkanotherone."

HOW N A L G O PROTECTS MEMBERS

Compensation for Displaced Warriors : Pensions for Those Who Transfer to Teaching

THREE notable examples of the way in which N A L G O protects the interests of its members, in the Forces and at home, have been provided recently.

Compensation of Displaced Officers (War Service) Bill, 1945. As a result of the persistent action taken by the Association to secure the extension of the compensation provisions of the Food and Drugs (Milk and Dairies), Agriculture (Miscellaneous Provisions) and Education Bills, 1944, to apply to local government officers on war service, Lord Selborne in the House of Lords on June 28, 1944, gave a pledge that the Government would introduce a special Bill to deal with this matter. In accordance with this promise, the Compensation of Displaced Officers (War Service) Bill was introduced in the House of Commons on January 25.

The memorandum issued with the Bill explains that its main object is to put employees of local authorities who are on war service when a change in functions of the authority takes place, or who go on war service after that date, in the same position so far as practicable in regard to compensation for loss of office or other direct pecuniary loss in consequence of the change in functions, as employees of the local authority who remained in local government employment.

The memorandum also states that the normal local government code of compensation applicable to employees holding office at the date when such change of functions takes place is contained in the Fourth Schedule to the Local Government Act, 1933, and this was confirmed by the Minister of Health when he moved the second reading of the Bill. Thus it has been made clear without any shadow of doubt that the compensation provisions of the Act of 1933 are now recognised as the standard code of compensation applicable to local government officers. It is proposed that the Bill should operate in any case in which that Schedule is applied, with or without modifications or adaptations, by any enactment or statutory order whether passed or made before or after the Bill becomes law. The provisions in the Bill entitling an employee on war service to compensation are similar to the corresponding provisions in the Local Government Act, 1933, modified to meet the circumstances of employees on war service, and the Fourth Schedule to that Act, similarly modified, is set out in the Schedule to the Bill.

The Bill also provides that for compensation purposes whenever compensation falls to be assessed, the period of war service during the present emergency shall be reckoned as a period of service in office, as it is already reckonable in the case of the last war.

There is provision for appeal, in the event of dispute, to the Minister of Health, or, where the enactment by virtue of which the change of functions takes place substitutes for that purpose any other Minister, to that Minister.

During the second reading debate, Mr. T. W Burden, M.P., said : "This Bill is, in no small measure, due to the unremitting care and attention which the National Association of Local Government Officers has paid, and continues to pay, to the interests of its members now on war service. I am glad to hear the Minister say that the terms of the Bill will cover public utility companies such as water boards, or the Port of London Authority, and bodies of that kind." Mr. Geoffrey Hutchinson, M.P., said : "Those of us who have taken an interest in this matter are very grateful to the National Association of Local Government Officers for the way in which they have watched the interests not only of their members now serving local authorities, but of those members who have left temporarily the service of the local authorities in order to undertake service under the Crown during this war."

Teachers (Superannuation) Bill 1945.—In September, 1944, N A L G O wrote to the Ministry of Education pointing out that, while many local government officers might wish to transfer to the teaching profession, in view of the great demand for teachers created by the Education Act, the lack of any statutory provision for local government service to be reckoned as service for the purposes of the Teachers Superannuation Acts provided a serious obstacle to their transfer. The Association urged legislation to remove this obstacle.

This request has been met in the Teachers (Superannuation) Bill, 1945, clause 3 of which provides that a local government officer who transfers to the teaching service can elect either to remain under the Local Government Superannuation Act, 1937 (or the local Superannuation Act to which he is subject, such as that of Manchester Corporation or the London County Council), or to become subject to the Teachers Superannuation Acts.

If an officer elects to come under the Teachers' Superannuation Acts his superannuation contributions under the Local Government Superannuation Act, 1937 (or local Act, as the case may be) will be returned to him, but his local government service will not be reckonable for the purposes of the first-mentioned Acts. In these circumstances it is unlikely that local government officers who have more than a year or two of local government service to their credit will, on transfer to the teaching service, elect to become subject to the Teachers Superannuation Acts.

N A L G O tried to persuade the Ministry of Education to include in the Bill a provision that local government service should be reckonable for the purposes of the Teachers Superannuation Acts, but was unsuccessful.

Representation of the People Bill, 1945.—When this measure was introduced in December, 1944, N A L G O made representations to the Home Office, urging the inclusion of provisions

(*a*) for compensation of officers who may suffer a loss of emoluments in consequence of the changes in the arrangements for registration of voters to be made by the Bill, and

(*b*) to continue the superannuation rights of the local government officers concerned which, as a result of the action taken by the Association at the time, were established by section 2 of the Local Elections and Register of Electors (Temporary Provisions) Act, 1940, and continued by section 2 of the Local Elections and Register of Electors (Temporary Provisions) Act, 1943.

During the committee stage of the Bill in the House of Commons, amendments dealing with these two points were moved on behalf of the Association by Mr. Geoffrey Hutchinson, M.P., and Mr. T. W. Burden, M.P. With slight modifications the amendment relating to superannuation was accepted, but not that relating to compensation. The refusal of the Government to agree to provision for compensation being made by the Bill was not unexpected because, as in 1943, the case for compensation was not so strong as in 1939 and 1940. In the election legislation of 1939 and 1940, the Government refused to accept compensation provisions on the ground that the postponement of elections was due to the war ; that any loss sustained by the officers concerned was only temporary, and that there was no precedent for payment of compensation in such a case. The register of electors prepared under the Election Act of 1943 and the new Representation of the People Bill bring some additional work and remuneration to a considerable number of local government officers who were engaged in the preparation of the registers of electors before the war. The present position is, therefore, some improvement on that in 1939 to 1942.

N A L G O will continue to watch this matter carefully and will again try to secure provision for compensation in any future legislation dealing with registers of electors on a permanent basis which involves local government officers in loss of emoluments as compared with their pre-war position under the Representation of the People Act, 1918.

Whitley Council Approves Higher War Bonus

A NEW cost-of-living bonus, with substantial advances for all grades ; salary scales for non-nursing matrons and masters of public assistance institutions ; and adoption by the staffs' side of the new national charter of salaries and service conditions—such were the outstanding achievements of the National Whitley Council when it met in London on January 30.

The bonus, the sixth award since the outbreak of war, is operative from January 1, and has been forwarded to the provincial councils for endorsement and circulation among the local authorities in their areas. The new rates are :

Juniors

Age	Boys	Girls	Age	Boys	Girls
Under 16	9s. 6d.	7s. 9d.	18	12s. 0d.	12s. 0d.
16	9s. 6d.	8s. 0d.	19	13s. 6d.	13s. 6d.
17	9s. 6d.	9s. 0d.	20	16s. 0d.	14s. 6d.

Adults

Men earning up to £1,500 p.a. ..	23s. 0d. p.w.
Women earning up to £1,500 p.a. ..	18s. 6d. p.w.
Earning over £1,500 p.a. (men and women)	£33 16s p.a.

There is a new departure with the bonus this time. Officers receiving emoluments in kind will get the appropriate proportion of the full bonus in cash and the difference between that and the full bonus will, for superannuation purposes, be added to the value of the emoluments.

The scales for non-nursing matrons and masters of public assistance institutions had been prepared by a special sub-committee which had considered masses of data and striven hard to fill the gap between reasonable aspiration and sober financial responsibility. Preparation of these scales was the first direct remit to the national council by one of the employers' associations, and it is hoped that the result will give satisfaction to all concerned. The new scales, which are accompanied by suitable conditions and operate from April 1, 1944, are :

Non-Nursing Matrons

Beds	Min.	Inc.	Max.	Emoluments	Gross Max.
1– 50	£140	£10	£160	£110	£270
51–100	140	10	180	120	300
101–200	150	10	200	120	320
201–300	160	10	240	120	360
301–400	180	15	280	140	420
401–600	200	20	300	140	440
601 and over	225	20	340	140	480

Masters

Beds	Min.	Inc.	Max.	Emoluments	Gross Max.
1– 50	£160	£10	£200	£110	£310
51–100	170	10	210	120	330
101–200	180	10	240	120	360
201–300	200	10	280	120	400
301–400	230	15	300	140	440
401–600	250	20	340	140	480
601–800	280	20	400	140	540
801–1,000	330	20	450	140	590
Over 1,000	400	20	500	140	640

All the above are exclusive of bonus, half of which is added to the cash salary and half to the value of emoluments.

A suggestion by the Poor Law Examinations Board for the setting up of a new examinations board to institute, for example, a qualification examination for persons holding administrative posts was referred to the executive council for consideration.

Approval was given to a revision of salary scales submitted by the East Midlands Provincial Council.

Proposals for the reinstatement and rehabilitation of local government officers demobilised from the Forces were referred to a special sub-committee. The proposals are outlined on page 294.

A suggestion from the West Midlands Provincial Council that the dates of the National Council meetings should be fixed quarterly in advance was referred to the executive committee.

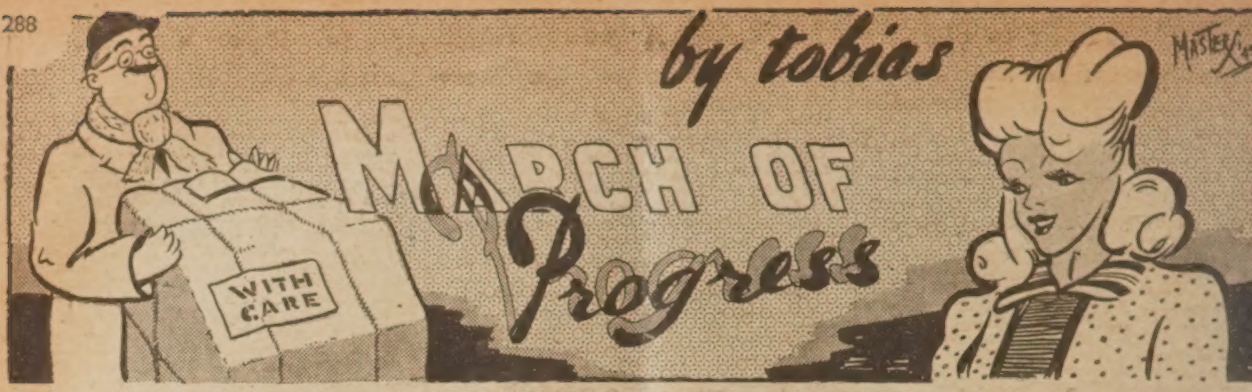
The national "charter" was approved at a meeting of the staffs' side held before the full council meeting, and copies have been formally passed to the employers' side. It consists of four parts :

I—Laying down regulations regarding qualifications, recruitment, and training of officers ;

II—Dealing with general conditions of service—e.g., office hours, overtime, annual and special leave, maternity leave for married women, payment during sickness, payment of removal expenses, expenses of candidates for appointment, subsistence and travelling allowances, motor-car allowances, security of tenure, continuation of service after marriage, welfare, etc. ;

III—Codifying the relationship between officers and members of local authorities ; and

IV—Introducing a national scale of salaries for all local government officers. This consists of two scales within the general division and three scales within the professional, technical, and administrative division. The scheme is complete with regulations for application of increments, promotions by selection, recognition of examination successes, etc.



"HAVE an eyeful of this!"

Miss Gymbol has been our chief's typist for so long that her language has become slightly em-Bossed. Had she sung out: "The staff is hereby instructed that its attenton should be immediately directed to certain happenings on the pavement outside," we should have paid little heed. But, as it was, George, young Betty, and I made a rush to the window to see what could have inspired Miss Gymbol to the use of slang. Even Mr. Barrington came hurrying over, breaking in his excitement the fine point which he alone can achieve on a utility pencil.

"Oh, they've gone!" Having caught a glimpse of a figure bearing the rear end of something heavy, we raced for the next vantage point, the stairs.

Shrouded in tarpaulin, as well as in mystery, the thing was being carried up. We looked inquiringly at Miss Gymbol, who always knows everything from the Boss's letters, but will not tell us until we are about to find out in any case.

"It's the Machine!" she said triumphantly.

Back in the days when P.A.Y.E. was a mere threat to overworked staffs there had been talk of our getting a machine to do the extra work. Super-salesmen had haunted us, painting pictures of Rufus and me lolling blissfully in divans while the machine tossed off a week's toil in a couple of days.

Then the hauntings had abruptly ceased, as if, with the placing of the order for the Machine, the ghost of Unbelief in rosy visions had been laid. P.A.Y.E. came into force, and the work was done by Mr. Barrington, our temporary, working overtime.

Now, at last, the Machine was with us. It was followed in a few days by its attendant, Miss Daffodil Brown.

"You boys must call me Daffy right away," she trilled, sweeping George and me with her lashes and ignoring Miss Gymbol, who was politely trying to show her the ropes.

A knowledge of ropes, onions, and other essentials had been showered on the young Daffy by the fairies who attended her christening. But other fairies, who might have bestowed the gifts of concentration and intellect, had been left out.

"And I guess it's too late now to send them invitations," said Daffy with her oomphiest smile.

Remarks like that were known as Daffyisms, and at once became public property; one's dearest ambition was to be quoted as the one to whom Daffy had said: "Gee, I think the Boss is *cute!*" or, "Is that Gymbol dame crackers? Why, she don't even want to know how to make men think she's dumb!"

Then, suddenly, the novelty wore off. Betty, who had been slightly dazzled, stopped trying to imitate Daffy, and we began to ask each other: "What in thunder does she *do* all day?"

P.A.Y.E. was still being covered by Mr. Barrington working late, and our nearest approach to a divan—a chair with Miss Gymbol's cushion tied to its back—was eternally occupied by Daffy taking a rest after five minutes' work.

"Why don't *you* learn to work the machine?" Rufus asked young Betty on the day he came back to us after doing some research for his new job as Public Negations Officer.

"No, thank you!" Betty, who having only recently taken the place of young Frank when he was called up, did not yet know the futility of arguing with Rufus over something which appears to be none of his business. (Experience has taught us that it is as well to pretend to agree with him from the beginning, because in the end, to be rid of his nagging, we always come round to his way of thinking.)

"Why, look at Miss Gymbol's friend," persisted Betty.

"She was a machine operator," said Miss Gymbol reluctantly. "She worked seven hours a day for six months. And now every night she wakes up to find herself out of bed, counting the distempered stipples on the wall, and switching on the light, under the impression that it will divide by three hundred and sixty-five and multiply by——"

"Exactly what I mean," said Rufus. "If machines are going to have that effect on people, they've got to be our people——"

"So that NALGO can get them overtime rates for climbing the walls at night," said George, thumping the desk enthusiastically.

"No—so that we can have a Policy——"

"Insure your life while yet you may—the machine will kill you any day!" I chanted.

"Stop fooling—this is serious. If machines affect people's health, they oughtn't to be on the job for long spells——"

We looked eloquently at Daffy, lying back to admire her nail varnish as seen through a blonde curl which she had spent twenty-five minutes inducing to flop carelessly over one eye.

"That's another thing," said Rufus. "The standard of local government staffs mustn't be lowered by having to take anybody who happens to have been trained to work a machine. Of course it's no concern of mine——"

"Hear, hear!" said Mr. Barrington unexpectedly.

"But," continued Rufus, "what that salesman bloke said about cutting down work wasn't all rubbish. You fellows are going to wake up some day and find your jobs gone——"

"Exactly!" Mr. Barrington, who, in his elderly fashion, was usually keener on getting on with his work than taking part in discussions, was intensely interested in this one. "The machine age is going too far. In a few years we shall be a nation of unemployed, with only a few machine-minders keeping things going."

"Besides," he added, "machines can't do our work." He held up a sheet of copperplate figuring which, as a work of art, was certainly superior to anything Daffy could turn out on her clattering monster. Amid the chorus of admiration, Rufus' protest about clarity and speed being the things that mattered was deservedly drowned.

Next day, Daffy was away ill. This was not unexpected, in view of the impending leave of a certain Yankee corporal. In due course we were informed that she was suffering from Lassitude, and we had every sympathy, since the disease was chronic with all of us.

Rufus, of course, renewed his efforts to get the rest of us to try the machine.

"No—down with machines!" we said, and hinted darkly at a spot of destruction, as in the early days of the spinning jenny.

When we arrived at the office next morning we found Rufus standing by the lift.

"I've come round to your way of thinking," he beamed. "Machines are a menace to civilisation and we'll have none of them. Up the stairs you go!"

Rufus was too muscular for us to argue; we panted up the long flight, only to find the office temperature at zero, because Rufus had hidden all the electric heaters, which he insisted were infernal machines.

Halfway through the morning Miss Gymbol came out of the Boss' room with eyes suspiciously bright.

"He s-said my calligraphy resembled the p-perambulations of a s-spider on a m-mu m-morning," she sobbed. (Her typewriter had, course, been ruled out of commission, and was transcribing all her letters by hand.)

George and I could only grunt in sympat After a tussle with Rufus, we had had to give our elevenses, because the only kettle we had a whistling one . . .

Strangely enough, Mr. Barrington was first crack under the strain. Towards office clos time we heard from his corner a burst of langu which caused us to dispatch young Betty on errand at once. (This was easy, for the teleph had been taboo all day). Then we examined stump of utility pencil which Mr. Barrington holding out in a trembling hand.

"That," he said, "was brand new half-an-h ago." We ducked as he hurled his pen-knife the wall, Mexican thrower fashion.

"Lead me to the place where they train mach operators," he said through his teeth. "I m have access to the pencil-sharpener."

We now have an arrangement with the B that each of us in turn shall go to learn how work the machine. We have not told Rufus, would be sure to think that this was a result his stupid practical joke. Whereas, of course was by unaided reasoning that we came to decision that the March of Progress must not impeded.

Things to Come?

Borough of New Windsor—Castle Ward, Trin Ward.

Vacancies having occurred in the office of co cillor for each of the above-named wards, notice hereby given that any qualified person desirous being a candidate for either of the offices is invi to send an application to the undersigned—J. Hambridge, Town Clerk. — Advertisement Windsor, Slough and Eton Express."

"What a fine idea!" comments the corresp dent who sends me the above. "If only we co get the plan working generally, we might be a to get the councils most suitable to the offic Applications might go before the staff joint co mittee, who could be relied on to prepare a sh list!"

Joking apart, however, it is a sad reflection the dearth of public interest in local governm that a local authority should have to advertise councillors!

Palestine Picture

MEMBERS who attended the NALG summer school at Cambridge in 1936 remember the fascinating account of the creati of the town of Tel Aviv out of a Palestinian sa dune which was given by Mr. J. Nedivi, Tel Avi town clerk. But Tel Aviv is only one of remarkable achievements of the Jews in Palest since 1919. Little is known in this country what has been accomplished in afforestation, operative farming, fruit growing, industry a education. In an attempt to enlighten t ignorance, the British Association for the Jew National Home in Palestine has opened a p manent exhibition and information centre Palestine House, 18, Manchester Square, Lond W.1. Sir WYNDHAM DEEDES, chairman of association and a good friend to NALG (many members will recall his brilliant address the Torquay Conference in 1939), tells us that is anxious to arrange for parties of local gove ment officers to see the house and learn someth about what the Palestine Jews are doing. Read interested should get in touch with Sir Wyndh at Palestine House.

AT RANDOM

By "Hyperion"

Queer Names

Among the "curiosities of literature," including odd examples of jargon and officialese, which I collect are queer names. I am told that at the town hall of a county borough, a letter recently addressed to a Mr. Frost was opened by him, handed to Mr. Snow, from him passed to Mr. Winter, who finally handed it to Mr. Fogg, for whom it had originally been intended. One of my favourite combinations of names is that of four lieutenants in a certain officers' mess: Nessling, Clinging, Huggitt, and Bliss. If any readers know of any similar examples, I should be glad to hear of them.

Political Lines

To realise officeholding hopes,
A man must learn these vital things:
(1) *To know the ropes.*
(2) *To pull the strings.*
—Eleanor S. J. Rydberg.

Answers to Correspondents

I would like to know the easiest way to get a swarm of bees which are lodged in between the walls of a house.

Take a small boy smeared with honey and lower him between the walls. The bees will fasten themselves to him by the hundreds and can be scraped off when he is pulled up, after which the boy can be thrown away.

Could you suggest a method to correct thumb-sucking by an infant of one year?

My grandfather used to tie a Mills grenade to the baby's thumb, and when the little spanker pulled out the detonating pin with his teeth, Grandpa would stuff his fingers into his ears and run like the wind.
—S. J. Perelman in "Crazy Like a Fox."

The Good Earth

The funeral of a respected roadman was over, when his old assistant leant forward and peered into the grave. Then, fingering the turned-up soil, he said with emphasis, "Doan't know as ever I seed a 'ealthier bit o' ground."

Warrior's Plaint—

Perhaps there is no man existing who would like to meet me on the field of battle; in that line I am superior. But when the war is over and the troops disbanded, what is your great general more than anybody else? I am necessarily inferior to every man in his own line, though I may excel him in others. I cannot saw and plane like a carpenter; or make shoes like a shoemaker; or understand cultivation like a farmer. Each of these, on his own ground, meets me on terms of superiority.—*The Duke of Wellington.*

—And Civilian's

The way things are going, this darned *duration* is going to last a whole lot longer than the war.
—*A weary Washington taxi-driver.*

The Legal Mind at Work

A man's achievements are to be measured by subtracting from what now exists that which he has added to what preceded him.
—*Felix Frankfurter in the American Bar Association Journal.*

Brave New World in Embryo

Another Kippering inspector is to be appointed at once.—*News Item.*

Our Legislators

He is remembered as an active and energetic M.P. On one occasion he secretly took a sample of milk served at the House to test its purity; on another he put a question which led to the withdrawal of a foreign sauce with which M.P.'s flavoured their oysters.—*Evening Standard.*

Countryman's Way

When Anthony Collect went down to see the planted orchard the Berkshire labourer met him and explained, not apologetically but as one countryman to another, "You did tell me," he said, "to plant the apple trees there; but I have put the walnut trees here and the apple trees there; for I did think that when you and me were gone those walnuts would shade them apples." That is the happy countryman all over. He takes the long view in which his own particular interests have no concern. He looks at things, though you could not explain the phrase to him, *sub specie aeternitatis.*
—*From "The Way of a Countryman," by Sir William Beach Thomas.*

From My Bookshelf—For Yours

By EDWARD KAY

The Government of Britain. Ambitious authors who try to compress into 300 pages a history and description of the British Constitution, including the Dominions and Colonies, need above all a sense of proportion. This is not a quality enjoyed by Mr. A. E. HOGAN and Miss I. G. POWELL, whose *Government of Great Britain* (University Tutorial Press, 5s.) contains too much potted

"... and in accordance with Ministry instructions, the Civil Defence personnel has been disbanded. He has been re-appointed as rodent operative."

history and too little exposition of things as they are. I naturally read the sections on local government with the greatest interest, but I cannot say that the authors have made a clear way through the maze. To devote as much space to the constitution of the City of London corporation as to that of metropolitan boroughs, or to write "In 1931 a Town Planning Act was passed" (and no more on that subject) is hardly good enough.

Housing. There is a rush of publications about housing. The Conservative Party has issued a sixpenny booklet on its policy (published from 24, Old Queen Street, S.W.1). The target is 750,000 houses within two years of the end of the war; the watchwords: "Make do and mend" and "Adapt." Private and public enterprise alike must be utilised to the full.

A more romantic and popular approach is that of Mr. TED BRAMLEY, who in his *Light on London* (Central Books, 1s. 6d.) illustrates his doctrines with human stories and with invective against landlords and others who stand in the way. There is a little too much generalisation about Mr. Bramley and that goes, also, for Mr. LUKE FAWCETT, the general secretary of the Amalgamated Union of Building Trade Workers (*The Struggle for Homes.* No price stated); but it is good to know how keen the building workers are on the job and how they deplore the lack of a central plan and a long-term programme: "give us the sites, the means, and the tools," says Mr. Fawcett, and in a surprisingly short time they will provide for every family "a dwelling truly fit to enshrine a home."

But all of these booklets must stand aside respectfully for SIR ERNEST SIMON'S *Rebuilding Britain—A Twenty Year Plan* (Gollancz, 6s.). If a book of 250 pages can deserve the title "monumental," this does. It summarises the history of housing, analyses the economic and technical difficulties of the past, and applies the morals to the problem now facing us. A former lord mayor of Manchester, a former Minister of the Crown, a student, and a business man, Sir Ernest brings to his subject equal learning and commonsense; he has lessons from Los Angeles as well as from Manchester. You won't agree with all his opinions, but you will find almost all that the general reader needs in order to understand the housing problem to-day.

National Income. Would you say that the wage-earners' share of the national income in 1943 was greater or less than in 1938? In fact, it was 35 per cent as against 37 in the earlier year, while the corresponding figures for salaries were 17 in 1943 and 24 in 1938. A fascinating thought for those who negotiate salary-rates for black-coated workers! National income statistics are full of interesting and useful data like this, but many of us find it almost impossible to discover the gems in the heavy setting of a White Paper. I can recommend *National Income and Expenditure* (J. E. MEADE and RICHARD STONE, Oxford, 2s.) as a short, simple, and lucid guide.

Statistics Again. Another interesting approach to statistics is that of the Institution of Professional Civil Servants, which has published a memorandum on statistics in Government departments. It is a cogent plea for the better organisation and greater use of statistical technique as an aid to a planned economy: "The statistician should be called on to play his part in deciding how things planned for the future are to be attained. He should not, as in the past, be merely an attendant at post-mortems, but should be consulted at all stages, with a view to preventing post-mortems." The memorandum contains proposals for the grading, remuneration, post-entry training, qualifications, and recruitment of statistical staff in the public service.

A Plan for Surrey. We can hardly have too many studies of the application of planning principles to actual places. The Surrey Federation of Labour Parties (35, Nelson Road, New Malden) has put out a sixpenny *Town and Country Plan for Surrey* which certainly brings planning down to earth. Without raising any strikingly new ideas, this plan shows how it would work out in practice, selecting the town of Mitcham for detailed treatment. I liked particularly the way in which the practicability of reconstruction was made clear by suggesting what could be done in successive periods of five years; it removed any air of Utopianism from the ultimate ideal which, like most plans of its kind, is in danger of sounding too good to be true.

Social Medicine. DR. FRED GRUNDY, the medical officer of health for Luton, has written *A Handbook of Social Medicine* (Gibbs Bamforth & Co., Luton, 8s. 6d.) It is meant specially for midwives, but also for other professional folk and for "members of local authorities." I tried three tests on it: how would it strike a young pupil midwife? Is it lucidly arranged? Is it accurate? I think it passes the first two tests, though the style is a little more suitable for the *Lancet* than for a student's handbook. A friend who looked over it and who is a teacher of nurses praised the accuracy and presentation of the technical material, and I found the facts about the machinery of government sound enough. The basic idea of the book—to broaden the professional technique of the midwife by relating it to environmental influences on the health of her patients—is certainly to be welcomed.

Local Government Finance. Lawrence & Wishart have issued a bright two shilling booklet, *The Reform of Local Government Finance* by Mr. A. N. SILVER, in which he states the case for the local income tax. Many other reforms are needed, he thinks, but it is of cardinal importance that local taxation should be related to ability to pay. His other main points are that district auditors should be restricted to questions of legality and kept out of policy and that local authorities should not try to meet capital costs out of income if this means hampering current development.

The Hospitals Year Book. This is a useful work of reference published at 21s. by the Central Bureau of Hospital Information. In addition to a mass of information about voluntary hospitals there are some data on municipal hospitals.

Care, Comfort, and Good Food at Nalgo House

"Having recently returned from a period of convalescence at N A L G O House, I feel I should be remiss if I failed to express my appreciation. The matron and staff spare no efforts to ensure complete recovery. The general attitude of all concerned and the absence of irritating restrictions do much towards making a stay there a happy and beneficial time. The food is excellent and it is remarkable how the staff do so well. . . ."

The above is from a letter received at Headquarters recently. In case there are any readers who have not heard about N A L G O House, it is the N A L G O Approved Society's convalescent home at Matlock. Well run, comfortably furnished, and with a wealth of recreational facilities, it is available to any N A L G O member recuperating from illness. Residence is free to members of the Approved Society entitled to additional benefits and (up to two weeks in any year) to members of the Provident Society. For members of the Approved Society not entitled to additional benefit and members of the B. and O. Fund, together with their dependents, the charge is £2 9s. a week, while for all other members it is £3 3s. Branch secretaries and local correspondents have all details.

Central Register for Post-War Appointment

THOSE PERMANENT JOBS

Chief Officers' Responsibility

WRITING about wartime permanent appointments in the February journal, "Abingdon" declares that "N A L G O is tackling this problem vigorously," and you echo his words in a footnote to the letter from "Temporary." But is it not a pity that the problem was not tackled vigorously long ago? So far, circular letters in pious terms addressed (at long intervals) to local authorities have achieved small success. It may not be too late, however, to save the situation to some extent if sufficient "vigour" is employed—in the right directions and by the right people.

Certain vital aspects of this subject have been overlooked in the "N A L G O Diary." Has it occurred to "Abingdon" that the greatest offenders in this matter, the persons who, more than all others, are letting down our colleagues in the Forces, are certain chief officers and their immediate advisers?

Let us, for example, have a list of the signatures to the 242 advertisements for permanent officers to which "Abingdon" referred, and let us see how many members of N A L G O (not to mention presidents of branches, etc.) it includes. Not all, by any means, would be compelled by their councils to advertise for permanent staff.

Temporaries—or some of them—are doing a tremendous job in the local government service. Indeed, without their assistance the system would have collapsed. And doubtless their help will be needed for a long time. Many look forward to the day when they will bid the service a (civilian's !) farewell. A minority are praying for retention at any—and anybody's—cost, and some of this minority are being ably aided and abetted in their efforts. By whom?

Temporaries (and, incidentally, certain permanents "acting" in posts senior to their own) have been, and are being, boosted and promoted (though promotion is denied many permanent officers still on the staff), and, for one reason or another, are being firmly established so that they will, of necessity, ultimately be regarded as indispensable. Who is largely responsible?

No doubt many applicants for "temporary" posts received, before accepting appointment, "unofficial" assurances or broad hints of employment after the war. Who gave those unofficial assurances?

Many returning warriors are in danger of finding their prospects blighted by the appointment of teachers to administrative posts. Who will primarily be responsible for such a monstrous state of affairs?

The answer to all these questions is, with few exceptions—chief officers and their immediate advisers.

Anybody who deals with problems of salaries and service conditions knows that more injustices are done to local government officers *by* local government officers (usually chief, deputy chief, or senior) than by employing authorities.

On the other hand, members owe a great debt of gratitude to the many chiefs and deputy chiefs who, on the N.E.C., the Whitley councils, and within their particular spheres of influence, have done, and continue to do, such magnificent work (with no little self-sacrifice) on behalf of the service in general and the "under-dog" in particular.

To return to the subject—no war-time temporary (or "seconded" permanent) should be allowed to hold his post after the war against the claims of an ex-service man who before joining the Forces had made the local government service his career. The fact that a particular local authority has no returning officer suitable for a post held by a temporary must not be regarded as sufficient reason for retaining the temporary. Other authorities will, no doubt, have suitable officers who have missed the chance of promotion.

A "central register" system adapted for the purpose, to include all grades, seems to be needed. The register should be comprehensive, should be kept up to date until all warriors have been reinstated, and, above all, local authorities should be encouraged (or even compelled) to use it.

If N A L G O can influence the Government departments, the local authorities' associations, and most important of all, if it can persuade *all* chief and senior local officers to do unto others as they would have others to do unto them, further war-time appointment scandals and much bitterness will be avoided.

BRANCH SECRETARY.

N A L G O Move No Solution

WHILST appreciating and admiring the efforts of N A L G O to safeguard the interests of local government officers in the Forces, I should like to draw attention to the other side of the picture. Despite the phenomenal efforts of the Red Army, the war in Europe will probably last for some time yet, and after that there will be the war in the Far East to be cleared up. We cannot suppose that warriors will be returning to the local government service in large numbers in the near future.

In the meantime, we are faced with two major problems—that of the established officer seeking well-earned promotion, and that of the local authority needing to fill an established or newly-created vacancy on its staff.

Local government officers who have remained in their jobs, either through reservation, prolonged deferment, or medical unfitness, are making progress at their work, growing older in years and responsibilities, and, naturally, are seeking promotion. If this promotion is not available within their present employment, then they will look for a chance to move to another authority offering better opportunity. This would have happened had there been no war. Are these unfortunates expected to give up their security of tenure (one of the main attractions of a local government job) and accept the uncertainty of a temporary post? Or are they to remain in their present jobs, growing steadily older, until chances of promotion fade? A large proportion of officers "left behind" must be between 30 and 40, the age when they are usually looking for promotion to senior positions. Must all these officers lose their opportunities because it has not been their lot to serve the country in the Forces? I consider it unfair that they should be so penalised.

I am well aware of the opportunities lost by those in the Forces. But two wrongs do not make a right, and I do not believe that our comrades in the Forces are being helped by this victimisation of those left behind.

Then there is the second problem—that of the local authority. For various reasons, such as retirements, expansion of services, and re-organisation, specialised jobs have to be filled. If the local authority is prohibited from making a permanent appointment how is it satisfactorily to fill the vacant position? The trained and experienced officer who could best do the job is unwilling to leave his permanent job for a temporary one. He, therefore, suffers a lost opportunity. The local authority suffers the loss of a suitably qualified assistant. An inexperienced and unqualified newcomer to local government is appointed and obtains a foothold in the service—with the probable result that a local government officer is kept out of a better job, and everybody is worse off, except the "temporary." The chance that a temporary post may become permanent is one that an established officer is not often willing to accept—but it offers a heaven-sent opportunity to the unestablished newcomer.

I suggest that the development of the service cannot wait until all those in the Forces have returned and that efficiency will not be served by debarring officers from permanent positions which they are best suited to fill.

The problem is difficult, but I am sure that N A L G O's attempt to prohibit permanent appointments during war-time does not provide a solution. In some respects, indeed, it will aggravate the difficulties.

Southampton. FESTINA LENTE.

The Ex-Service Temporary

I HAVE followed with interest the correspondence about temporary officers in past issues of the journal. When the subject was first raised, the tendency among permanent officers seemed to be to oust the temporary from the service entirely, on grounds ranging from "inefficiency" to "open hostility."

These outbursts having found little sympathy, presumably because temporaries have pro their worth, it now seems that those "old tun are to be re-hashed on a new record by the " manent wiseacres" in the service, whose cry is "stop the progress of the temporary by freez every appointment in the service into a tempo one."

Whilst not wishing to draw a one-sided pict on behalf of the temporary, I would, as one that much maligned group, like to give an il tration, from my personal experience, of " compulsory sacrifice" made by a perman warrior "required to risk his life," so t "Abingdon" and others may, at least, try to v matters in the right perspective.

A permanent officer of a certain local autho was conscripted, after a valiant but unsucces plea by his employers to every possible Mini in an attempt to retain his services; I took o his duties in a temporary capacity. That offi has, since his conscription in 1942, been statio within 20 miles of the town in which he lived a worked. He confesses his hatred of service and the job he is doing, instead of getting on w and making the best of, it.

By comparison (since comparisons have b made in the past), I volunteered for service bef the outbreak of war and spent two hectic ye flying in very poor aircraff, taking on all com and glad to do it, until enemy superiority numbers told the inevitable tale and I was invali out of the service after three months in hospital

All honour to those permanent and tempor officers who have been, and are, risking their li and making sacrifices, but will my chances, a temporary, be equal to this other fellow's a permanent, after the war?

Surrey. EX-AIR-GUNNER

An Airman's View

I AM over 40, have been in North Africa nearly 18 months, and am likely to be ov seas for some time yet. I do not expect to f on my return that all prospects of promot have been closed to me and that a younger m is doing my job. The Government has stres that all men returning from the Forces are have their jobs back, and I hope that N A L G will support all members who find themsel supplanted.

Life in the Forces is not a picnic, and I can think that those at home are suffering compara hardship. If someone would care to cha places with me, I should not grumble if it me being with my wife and family every night, those at home have been. A night's guard in wet and cold with all the discomforts of le tents, etc., would change their opinion.

I support those who are opposed to any acco being taken by local authorities of the rank man held in the Forces. Rank does not alw demonstrate intelligence. Often it is "bobbin which acquired the stripes, pips, bars, or w have you.

E. R. TEMPLER, L.A.C R.A.F., C.M.F.

Ex-Service Men Preferred ?

I AM a permanent officer, and am not one those who have waxed fat on swollen w time pay packages. In fact, I find it difficult make ends meet. "Temporary" will find, wh demobilisation starts properly that, unless he been in the Forces, he won't be able to get a j at all in local government—at least not in a position worth having. The pendulum will swi the other way and people (like myself) wh through no fault of their own, have been una to enter the Forces, won't stand a chance when comes to seeking a fresh appointment. I ha been on one short list recently and, on grounds experience alone, both I and the other unsucce ful candidate could have given points to t winner and still have had some to spare. B purely on his military record, the third m (discharged ex-serviceman) got the post—a go one.

I know of several such cases. I do not begrud the man his good fortune, but when I see rubbi such as "Temporary" wrote, and your footn in agreement with it, I consider that it is time speak facts. Give the ex-service man his d by all means—but don't wipe everyone else the earth because he has not been in the Forc After all, we can't all take up "arms"!

PERMANENT.

READERS' FORUM

Readers are again reminded that, while pseudonyms are allowed, every letter must bear the name and address of the writer, as a guarantee of good faith. Anonymous letters (of which we have had several lately) are ignored. Letters for the April journal must reach the Editor, 24, Abingdon Street, London, S.W.1, by March 20. And PLEASE KEEP THEM SHORT!

Age Limit Handicap

THERE must be hundreds of men who were between 40 and 45 years old when this war began and who suffered as "Temporary" points out in the February journal, because, when they returned home from the last war they found all the good jobs filled "permanently."

These men have had precious few chances of applying for better jobs since 1938 and will be too old to apply when this war is over, unless the pernicious age limit system is modified. There is therefore every prospect that they will be penalised twice.

By all means press on with the campaign against permanent appointments during the war—but press equally hard for a modification of the age limit condition or, better still, for its abolition. To compel an officer to stay put after the age of 45 or so is not in the best interests of the service or the individual.

55, Braunstone Avenue, FRANK BENT.
Leicester.

Refresher Courses Needed

I HAVE just read E. M. Hutchinson's article in the December journal on "Resettling the Demobilised Officer" and was particularly interested in his remarks about refresher courses for qualified men. The Architectural Association has had a three-months course approved in principle by the Board of Education. Will NALGO secure for us the opportunity to attend?

It is to be hoped that those who volunteered for military service instead of remaining in reserved occupations will not be made to suffer for their action. Many of us were mobilised with the T.A. in August, 1939, and a position that satisfies a man at 26, does not appear so good six years later.

Before the war, advertisements for architectural assistants were appearing qualified by the words "no one over the age of 30 need apply." To use an army phrase—have we had it?

W. A. L. HOPKINS, A.R.I.B.A.,
India Command. Capt. R.E.

THE PRE-WAR JUNIOR

Reinstatement Needs

I HAVE spent the last five years in the Army. Should I be demobilised tomorrow I should return to a junior appointment putting me back where I was five years ago—the same problem that confronts many others.

What use then will be a knowledge of King's Regulations, and army procedure? Obviously, one cannot return to local government service after such a lapse of time without being somewhat "out-of-date."

I could contemplate the future more happily, even taking into account a drop of salary to one-third its present amount, if the following measures were guaranteed:

1. On demobilisation, to return to one's "junior" appointment.
2. Facilities then to be given to re-learn all one has forgotten, and to get "up-to-date" in current procedure and methods; these facilities to be given without prejudice to one's financial position or official status.
3. After having picked up the threads once again, to go all out for promotion with the knowledge that priority will be given, based on one's service record (not necessarily promotion, although this enters into it).

The above will no doubt be unpopular with those who have remained in reserved occupations for the duration and are thus better fitted in many ways for the promotion race. But if the men who come back are given the opportunities I suggest, they will, I am confident, take them with both hands.

You cannot ignore a man's service record. Why should years of service in the Forces be written off as a dead loss among a man's wage-earning assets?

CAPTAIN, R.E.

START TRAINING NOW!

An Immediate Need

IT is gratifying to read in the January journal that the N.E.C. is considering the education and training of the local government officer. It is essential, if local government is to resist the inroads of government departments, that officers should be trained and qualified to give thoroughly efficient service. What can be done now?

A number of local authorities already have training schemes which include leave to attend classes. All should be urged to adopt such a scheme at once, at least for juniors. In reply to the argument that shortage of staff makes this impossible at present in some areas, I would reply that the improved attitude to work which invariably accompanies such a scheme will more than compensate for the time off. We should remember that the times are abnormal, particularly for young workers. Entering employment at a period of high wages with no fear of unemployment, they tend to have less sense of responsibility than in peacetime. A sound training scheme would help to counteract "war fever" and to attract to local government the type of youngster

"I'm sorry, the Medical Officer of Health is engaged."

who is more interested in his (or her) future career than in immediate earnings.

We shall be expected to provide schemes for men returning from the Forces. If we start now, the snags will have been met by the time they return; if we delay, we may encounter a time lag just at the moment when these men are most in need of help.

Much more publicity should be given to the NALGO examinations. At present, many chief officers are vague about them, in spite of the fact that they are a most useful qualification for any local government officer, and the only one suitable to many. Moreover, grading schemes often contain no reference to them, so that there is little encouragement to officers to embark on study which will involve financial loss.

Where a course of lectures is impracticable, branches should be urged to see that their juniors are enrolled with the Nalgo Correspondence Institute. It would be helpful were the Institute to develop a group correspondence course, so that small numbers of students could meet together to discuss their work, possibly under the guidance of a sympathetic senior officer. Correspondence courses are "tough going" at best, and nothing clears up difficulties so well as discussion.

The training schemes for other fields of employment, the system of qualification in the civil service, and the proposals of the new Education Act, make it essential that we should, without delay, give effect to our training plans.

ONLOOKER.

Supply of Social Workers

YOUR announcement that the N.E.C. is inviting interested organisations to discuss measures for co-ordinating policy on the training for social workers is timely.

Many local authorities recruit candidates for the more highly paid positions from members of voluntary organisations, but overlook an excellent source of supply of the right material on their own doorstep—school attendance and juvenile employment inquiry officers (whose only claim to a degree is that of the "university of life").

Although these officers rarely "hit the headlines," their many duties, all concerned with social welfare, and the limited scope for advancement in their present sphere, amply justify their consideration by the N.E.C. when it is preparing its "terms of reference."

MULTUM IN PARVO.

NALGO and the W.E.A.

ON looking through "The Highway," official organ of the Workers' Educational Association, I was surprised to find that whilst leading trade unions, the Civil Service Clerical Association, the Ministry of Labour Staffs' Association, and the Inland Revenue Staff Federation offer grants towards the cost of correspondence courses, scholarships to summer schools, etc., NALGO is conspicuous by its absence.

In these days of talk about reconstruction and planning for the future, progressive members of NALGO must want to gain some knowledge of the art of living a fuller life, contributing, as a result of the knowledge so gained, towards the formation of a happy and socially-minded community. The W.E.A. offers tuition in such varied subjects as English, local government, philosophy, and modern political ideas. If NALGO is to rank as a vital force in the post-war world, it must grant to its members opportunities for acquiring knowledge equal to those afforded by its fellow associations.

Haslingden. (Miss) G. LORD.

NALGO does all that others do—and more. It is nationally affiliated to the W.E.A. and has made grants to it to encourage the provision of cultural education, while some district committees and branches are locally affiliated. Beyond that, the Association is unique among trade unions in having its own educational programme, covering the whole field of local government administration and now in process of expansion. It grants scholarships, makes loans to students, provides correspondence courses at low fees, and organises its own summer and week-end schools. Its members, therefore, have the best of both worlds.

NATIONAL INSURANCE

Some Dangers to Watch

NALGO rightly welcomed the Government's White Paper on social insurance as a landmark in the history of social legislation. But many officers must be asking themselves how the scheme is going to affect them personally. The position of the officer likely to be displaced is being dealt with elsewhere; my purpose here is to examine the scheme in relation to the provisions for sick pay, pensions, etc., already enjoyed by the local government officer and, let it be emphasised, paid for by him.

The Government's adoption of the principle of universality will, if persisted in without modification, create difficulties in dealing with the hitherto excepted classes. Paragraph 38 of the White Paper deals with these classes, and says: "It is an essential part of the principle of universality now adopted that, notwithstanding their privileged position . . . they should pay the same contributions as other employed persons." We should beware of the implications behind the word "privileged," since the cost of these "privileges" is reflected in their salary scales. If it is essential that all should pay the same contributions it is equally important, and only elementary justice, that all should receive the same benefits for these contributions, but the White Paper is silent on this point. If there is to be no modification of the principle of universality, NALGO must ensure that local government officers receive the full benefits of the contributory scheme without any interference or reduction in their conditions of service.

The excepted classes were excepted because they were already adequately protected by their conditions of service; in other words, neither employer nor employee was required to contribute to health and pensions insurance because both were already making better provision than that then contemplated by the Government. Most local government officers receive full pay during sickness, but if local authorities are to be required to contribute in addition to national insurance, it seems likely that they will seek to modify their existing sick pay regulations. This can be done in two ways—by cancelling payment during sickness so that the officer receives national insurance benefit only, in which event he would be worse off financially, or (more probably) by reducing sick pay by the amount the officer receives from national insurance. If the latter plan were adopted, the officer would be no worse off as regards sick pay, but he would be contributing 6s. 1d. per week for a benefit which, in effect, he would not receive.

The White Paper describes the position of retirement pensions as difficult, and vigilance will be necessary to ensure that, in overcoming this difficulty, the local government officer is not called

upon to sacrifice any of his hard-won superannuation rights. In general, the present retiring age in the service is 60 years, and if the officer is to contribute to the new scheme he will have to pay his contributions for five years during retirement before he becomes entitled to the State pension at 65. Paragraph 40 of the White Paper agrees that the simplest course would be to pay both the occupational and contributory pensions, but appears to be apprehensive of the two pensions approximating too closely to previous earnings. What we have to ensure is that, if the officer is to contribute 1s. a week for a retirement pension, he shall receive the full benefit of that contribution, irrespective of his occupational pension. Here again, however, will there not be a tendency for local authorities to contend that, as they are already paying an agreed percentage on an officer's salary to help to provide him with a retirement pension better than that provided by the new scheme, it is not fair to expect them to contribute a further 1s. a week for an additional pension?

In seeking a solution to these difficulties, we must not allow sentiment to cloud the issue. We are apt to attach too much importance to slogans. One stamp for all benefits, equal benefits for equal contributions, no exceptions, etc., sound very attractive, but we must ensure that rigid adherence to them does not inflict hardship or injustice upon any section of the community. In my opinion the only practical solution is to allow the excepted classes to contract out of these benefits of national insurance for which they are already adequately protected by their conditions of service. This suggestion, of course, would involve some modification of the policy of universality, but it must not be dismissed merely for the sake of administrative convenience.

Unemployment is in a different category because, although the average local government officer is not usually subject to unemployment, it is a fact that, should he become unemployed, the local authority makes no provision for unemployment pay. It is probable, therefore, that, although he is not normally liable to become unemployed, he will be required to contribute 9·6d. per week for this benefit. Nevertheless, it must not be overlooked that this freedom from unemployment has been taken into account in determining salary scales.

While no right thinking officer would suggest that he should enjoy any advantages not enjoyed by the general community, there is a danger that, unless vigilance is exercised, he may find himself at a disadvantage.

J. W. EDMONDS,
P.L.A. Upper Division Staff Branch.
Superintendent's Office,
Royal Albert Dock.

PUBLIC ASSISTANCE OFFICERS

More Safeguards Needed

THE article on the future of public assistance officers in the February journal interested me. I suggest that the proposals being formulated by N A L G O for submission to the Minister of National Insurance to safeguard the position of such officers should be more comprehensive.

"Direct pecuniary loss" does not often take place, since arrangements are usually made to ensure that the word "direct" cannot be applied. Nevertheless, ultimate pecuniary loss does often take place without the possibility of compensation.

It would be enlightening if particulars could be obtained showing the numbers of officers at present holding a higher rank than area officer in the Assistance Board, the departments from which they were originally transferred, and the numbers so transferred. I should be surprised if more than one per cent were former public assistance officers; all such officers with whom I have come into contact appear to have come from the Ministry of Labour. This suggests that the ambitions of public assistance officers transferring to a civil service department should never rise above that of area officer. We have, therefore, to guard against much more than direct pecuniary loss.

I think it might be proper for N A L G O to press for a clause in the legislation whereby public assistance officers who do not wish to transfer to the national insurance or national assistance departments and who feel that the legislation affects the prospects of their existing appointment under the local authority, would have the option of retiring on superannuation based on their average annual salary during the five years preceding their leaving office, and at a rate of one-sixtieth for each year of service as a public assistance officer, any years of non-contributory service to be calculated at one-sixtieth, or, at the very least, one-eightieth. This clause would place little additional expenditure on any authority or department and would pave the way for providing appointments for younger officers.

"SCOTIA."

T.U.C. AFFILIATION

Can N A L G O Afford Isolationism?

LIKE your Glasgow correspondent, Neil L. McLean, I would welcome a statement from the N.E.C. of its case against affiliation to the T.U.C. To ask that it be given now, so that an adequate discussion may enable a full understanding to be attained, may be naive, but it is in accordance with democratic principles.

Nalgo Correspondence Institute

A new prospectus of the courses specially prepared for local government officers is ready. The Institute is not concerned with profit; it exists to provide a service to those wishing to prepare for the following examinations:

- National Association of Local Government Officers.
- Incorporated Association of Rating and Valuation Officers.
- Board of Trade—Inspectors of Weights and Measures.
- Ministry of Fuel and Power—Inspectors of Gas Meters.
- Institution of Municipal and County Engineers—Testamur.
- Royal Sanitary Institute—Sanitary Inspectors, Meat and Food Inspectors, and Sanitary Science.
- College of Preceptors—Senior Certificate.
- Diploma in Public Administration.

Courses for the Diploma in Public Administration of the London University have been specially prepared by University teachers and lecturers who give individual attention to each student.

Copies of the comprehensive prospectus of all courses may be obtained from

The Nalgo Correspondence Institute,
24 Abingdon Street, Westminster, S.W.1.

Naturally, the case so presented will demonstrate why, so that the Association may "rise to the full height of its influence," it is essential that N A L G O does not affiliate to the T.U.C.

Yet, in its statement, the N.E.C. cannot ignore the Association's essential function as a trade union, i.e. to protect and advance the interests of its members. What these interests are must vary as the economic and political situation varies. Economic conditions imposed acceptance of the "Geddes Cut" and a keen fight was necessary to restore it. War conditions demanded the acceptance of dilution in the form of temporaries (for whom we have yet to obtain the universal application of the principle of the rate for the job), and also compelled N A L G O to insist on the payment of a cost-of-living bonus. When the war ends, a number of extremely difficult and complex problems will arise, ranging from the effective defence of a stable and enduring peace to the protection of conditions of work; the ensuring of a definite standard of wages, and the adoption of measures to abolish unemployment, that scourge the mitigation of which demands mutual support and international co-operation between countries in general and trades unions in particular.

The manner in which we would like to see such problems solved is, in principle, identical with the solution desired by all free organisations of labour. The policy being hammered out by the World Trade Union Conference is surely one to which N A L G O as a union would subscribe, but it depends for its success upon the support it commands from all trades unions. In Britain, this support will find expression through the T.U.C. Can N A L G O afford to practise isolationism?

Your headline asks; "Is N A L G O ready to help in building a Better Britain?" I am confident that this year's Conference will show that the Association is "determined to rise to the full height of its influence," and that a reflection and first step of this determination will be its authorisation to affiliate to the T.U.C.

199, High Street, F. NEWMAN.
Stratford, E.15.

PENSION ANOMALIES

Years of Training Ignored

IN an omnibus superannuation scheme such as that for local government officers, it is obvious that those who cannot qualify for technical posts until they are 24 or older are at a disadvantage. Medical officers are a case in point, but "Rocager" is surely at fault, when writing on this point in the January Journal, says that "all other officers [illegible] that training should be to the service." That [illegible] does not apply to most technical [illegible] agricultural departments.

I spent several years gaining practical experie[nce] on a farm—comparable with hospital experie[nce] in the medical profession—followed by 5½ year[s] institutes, colleges, and the university, wit[h] further 3 years as assistant lecturer before I [could] take up an appointment as county organise[r] agricultural education at the age of 30. [This] applies to most county organisers and to a [large] extent to technical advisory officers in agricultu[re] subjects. An agricultural training for a techn[ical] post is long and expensive and there is li[ttle] justification for the comparatively low sala[ries] still offered for these positions.

Cromhamstone, JOHN PORTE[R]
Nr. Aylesbury.

Unfair to Nurses

I AM due to retire soon and shall be one of many "hardly treated" if present conditi[ons] of superannuation exist. I am a nurse, trai[ned] 40 years ago in a good voluntary hospital, [and] worked in the same hospital for some years a[fter] my training. I am now superintendent of sch[ool] nurses and when I retire shall have held the p[ost] for 21 years. Since my previous experience [was] not received in a municipal hospital my pens[ion] will be based on 21 years' service, about hal[f] 120ths and half at 60ths of my average salary.

Would it not be fairer to nurses in local gove[rn]ment service to reckon all years of nurs[ing] service for superannuation purposes, thus bring[ing] those who got their training outside the ser[vice] into line with those who have spent the whol[e] their careers in the service, and also with teache[rs]. Perhaps the Rusheliffe Committee has plans [for] helping us.

"HOPEFUL."

Delayed Pensions

MOST of your correspondents who h[ave] proposed retirement at 60 or earlier h[ave] ignored the actuarial considerations (which [are] also, to some extent, ignored in the existing A[ct] inasmuch as the officer who retires at 60 by vi[rtue] of having completed 40 years' contributions [has] a greater expectation of life than the man w[ho] retires at 65, and is therefore a greater charge [on] the fund, with the result that his pension is [not] actuarially commensurate with his contributio[n].

I suggest that an equitable arrangement wo[uld] be to give every officer the option of retiring at [any] age, subject to a qualifying period (say ten yea[rs]) and to allow him a pension, based on his con[tri]butions, from the age of 60. Under this pl[an] the officer wishing to retire at 55 could arra[nge] private life assurance to yield him a pens[ion] payable until he was 60, when he would qua[lify] for superannuation.

I would strongly resist any proposal likely [to] confer an inequitable disbursement of the fu[nds] on any individual

Maltby. HUBERT CHADWICK

Retirement After 40 years

IN support of your correspondents who h[ave] urged earlier retirement, I think that [the] N.E.C. should press in the next Act for an offi[cer] to have the right to retire after complet[ion] 40 years' service, as well as on attaining the [age] of 60.

"35 YEARS NALGOITE."

THE PENSIONER'S BONUS

N A L G O's Debt to Pioneers

A. G. EDWARDS gets right there in his le[tter] in the January journal. From the inno[va]tion of making private means a factor in de[ter]mining pension could come the application of [the] same principle in fixing salary—but (to quote fr[om] your footnote to another letter), "N A L G [O] is strong enough today" to fight this!

Is N A L G O strong enough to fight for a pens[ion] bonus without a means test for retired membe[rs] some of whom left on pension before the wa[r]? Such members helped to make N A L G O w[hat] it is today by loyal and arduous spade work, a[nd] they rejoice in what has been achieved for pres[ent] members. But how do the present memb[ers] think of the retired members? Do they app[re]ciate what they owe to the pioneers, and w[hat] they play their part in seeing that N A L G [O] as one of its "ambitious plans," does get bet[ter] terms for A.G.E. (and others) after Dec[ember] 1945? Or are the pensioners forgotten, [be]wept, unhonoured and unsung"?

Did not the late Chancellor of the Ex[che]q[uer]

gard pensioners as of no account in the matter bonus ?

I was amazed to note some time ago a proposal double the annual subscription of retired embers, presumably for benefits *not* received! r was it in anticipation of the bonus to come ? memory serves, the latest idea was to increase e retired members' subscription by 1s. Was at due to the reflection that active members' bscriptions were not to be increased by 100 per nt, or was it an admission of defeat on the eans test ?

YET ANOTHER PENSIONER.

EMPORARIES OVER 65

Unfair Treatment"

NUMBER of people over 65 have been employed as temporary clerks by local uthorities. Their remuneration, so far, has been ggardly, and they, particularly those who are embers of N A L G O, are wondering if any terest is being taken in their position.

One thing which needs adjustment is the delay local authorities in authorising payment of creases—cost of living, etc.—by anything from x months upwards, with the result that the ver-age clerks, who will be the first to be dispensed ith, are likely to lose.

Although many of these temporary clerks over have worked for the same local authority fore, they do not qualify for superannuation. rey ought, when leaving, to be granted a gratuity one-sixtieth (at least) of their average earnings r each year of completed service over and above e two years now requisite before temporary nployees can become contributors for full perannuation allowance. Perhaps N A L G O ll do something about this.

A. W

'OMEN'S EQUALITY

Bigoted Men"

MAY I congratulate Miss Gordon on her excellent vituperation of that bigoted and lf-opinionated group of men who consider that omen are the inferior sex, capable of making success only of household drudgery, and who stinately refuse to acknowledge women's at ast equal intelligence and initiative.

Why should men consider that they have the erogative to make a success of their lives tside the home ? Why should the home be any ore a woman's place than a man's ?

Also, why should men be paid more than omen ? As a member of the Forces, I receive ly two-thirds of the pay given to a soldier doing e same job and with the same rank as myself. he monetary difference begins and ends there ; e girls pay the same prices as men in canteens, eatres and cinemas. I hope that this foul stem will soon be extirpated from local govern- ent and every other concern.

Lanarkshire. J. O. STEVENSON, A.T.S.

Chink in His Armour

AM often struck by the fact that writers in "Readers' Forum" drive home one point ore than they intended. This appears to be the se with Mr. Frank E. Knight. Referring to omen's work in health departments, he says : It is the intrusion of frustrated women 'car- rists' into home affairs which lies behind the vious failure of our social services. . . ." ertainly, then, let us hasten the removal of the arriage bar and allow normal women to follow eir true interests, coupled with the experience of arriage. Thank you, Mr. Knight !

Ipswich. G. A. HOOPER.

FAMILY INCOME" INSURANCE

arning to Policyholders

MANY local government officers have effected life insurance policies of the type which is tended to provide not only a capital sum but also income for the officer's family should he die be- re the expiration of a fixed number of years from e date of the policy.

The intention of the insured may be defeated the necessary legal steps are not taken to sure that the periodical payments other than e fixed capital sum are expendable by the family income. It was decided in the Chancery ivision in 1943 [In *re* Fisher (deceased) Harris Fisher 1943 Ch.D. 377] that the annual sums scribed in the policy as income were capital, as as the fixed sum named in the policy. The result as that, in this case, which was one of intestacy, e administrators were obliged to convert all ture payments under the policy into cash, and vest them in accordance with the rule in Howe Lord Dartmouth.

It will therefore be readily seen that these family income policies, by whatever name they are called, will not provide a family income unless the policy is expressed to be effected in favour of an individual, e.g. the wife, or the insured makes a will expressly providing that the periodical payments are to be regarded as income of his estate. I know a good many officers who were not aware of this danger and I thought it in the interest of us all that some mention should be made of the point in LOCAL GOVERNMENT SERVICE.

Boston, Lincs. H. A. H. WALTER, M.A., LL.B. Deputy Clerk, Holland C.C.

On the outbreak of war the N A L G O Insurance Department suspended the issue of "family income" policies. When it did issue them, however, it warned all members taking out a policy of the danger to which Mr. Walter draws attention, and advised them to make a will providing for the disposition of the sums payable under the policy.

OFFICERS IN OTHER LANDS

World Federation Urged

DURING the war several local government officers have made friendships with those of many other nationalities who, before the war, were engaged in local government administration in their own countries. May I urge Conference to pass the following resolution and thus to be first in the field in creating international friendships, more especially since our Association, as a non-member of the T.U.C., might be excluded from the International Federation of Trade Unionists which seems likely to be inaugurated soon.

"We, representing local government officers of the United Kingdom and known as the National Association of Local Government Officers, request the N.E.C. to inaugurate a world federation of those employed in local government, whatever the manner of administration be, particularly of those in countries which were over-run by the enemy and have been retaken, such federation to be brought into being at the earliest possible moment, even if only in a skeleton form for the time being."

If such action appears to be impossible, then I myself will try to inaugurate such a federation.

Doncaster. JOHN S. REEVES.

OFFICIAL COURTESY

A N A L G O Example

NEEDING advice and assistance recently about an examination and a course of study, I decided to visit N A L G O Headquarters. I was not dressed for the part, and nobody seeing me would have dreamt of my circumstances or business. When I went into the inquiry office, however, one of three smart young ladies smiled, came to meet me, and, to my everlasting amazement, said "Good afternoon, sir. How can I help you ?"

I half looked behind me, to see who else was being addressed. No, it was I. I told her my business and was shown into a waiting room. There, asking "Where's the catch," I prepared myself for the official interview. I was ushered upstairs and into the lion's den. I had not taken two steps into the office before I heard "Good afternoon, sir," and felt a friendly handclasp. The same atmosphere prevailed throughout the interview. Nothing was too much trouble.

I needed sympathy and understanding also, and these I was given without asking, together with what I wanted most of all—encouragement.

When I expressed my appreciation I was told "Not at all. After all, we are here to be of service to you."

Quite true. But I have been around and can truly say that I have never seen the N A L G O motto, "Service," exemplified so simply, so effectively, or so clearly.

Journeying home and since, I reflected on the contrasts between N A L G O Headquarters and other offices I visited the same afternoon—food office, war damage inquiry office—where other servants of the public are engaged. At the first, modern girls with old-fashioned manners : at the second, smart girls and salaried men, but what a difference in their attitude towards their employers, the public !

Even in my own office I have, when in uniform or unrecognised by the temporary staff, encountered the attitude, "Oh, what does *he* want ?" Often enough, *he* only wants simple prompt attention—to apply for an allotment, or to inquire about fuel or a new house. Nothing much, but important to him—and we local government officers often forget that *he* is there only because he has got to be there, and often needs and would appreciate the friendly atmosphere I have pictured.

11, Manor Road, Crayford, Kent. G. W. D. CHALLIS.

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WHEN THE WARRIOR RETURNS
The Reinstatement Act Explained

AT the request of a number of members recently discharged, or about to be discharged, from the Forces, we publish below an explanation, in question and answer form, of the main provisions of the Reinstatement in Civil Employment Act, 1944, as it affects them.

What is the purpose of the Act ?—To ensure, as far as practicable, that you are able to return to the job you held before you entered war service.

To whom does it apply ?—It applies to all men and women who entered H.M. Forces after May 25, 1939, or who were conscripted for whole-time service in civil defence after April 10, 1941, and whose war service ended at any time after February 1, 1944.

How do I ask for my job back ?—You must send a written application to your former employer *after* you have left war service but *before* the fifth Monday thereafter. If you cannot send the application yourself, you may get someone else to do it for you.

I changed my job shortly before I joined the Forces. Who is my former employer ?—Your former employer is the person by whom you were last employed during the period of four weeks immediately before you began your war service.

Having applied for reinstatement, what do I do ?—Either at the time you apply or within four weeks of the last date for applying (i.e. before the ninth Monday after you ceased war service) you must tell your former employer, again in writing, the date on which you will be ready to start work. That date must be within four weeks of the last date for submitting an application for reinstatement.

But what if I am ill ?—If you cannot, because of illness or "other reasonable cause" apply for reinstatement within the specified period, your application will still be valid, provided it is made "as soon as reasonably may be." Similarly if, having applied for reinstatement, you cannot, because of illness or other reasonable cause, resume work within the specified period, you may give a later date, again "as soon as reasonably may be." Your application for reinstatement will remain valid for 13 weeks after it has been made, and may be renewed for further periods of 13 weeks. If, therefore, you are incapacitated for a long period, you can keep your application alive by renewing it every 13 weeks until you are able to start work.

Must my former employer give me back my old job ?—When you apply for reinstatement, your former employer is required by the Act to take you back either

(*a*) in the occupation in which you were last employed before you began war service, and on terms and conditions not less favourable than those which would have been applicable to you had you not undertaken war service—i.e. with any promotion and increments to which you would normally be entitled ; or

(*b*) if it is not "reasonable and practicable" to take you back in that occupation and on those terms and conditions, in the most favourable occupation and on the most favourable terms and conditions which are reasonable and practicable in your case.

Having taken me back, can my employer then sack me ?—If you had been in continuous employment by the same employer for 52 weeks before you began war service, then your former employer must employ you for 52 weeks. If you had been in his service for less than 52 weeks, then he is required to employ you for 26 weeks "or so much thereof as is reasonable and practicable."

Can my former employer refuse to reinstate me ?—Yes, if he can show that he can do so only by discharging someone else, or by refusing to reinstate someone else, with a better claim than yours. This would apply, for example, where two or more men had filled the same job, in which event the one who had been longest in the job before the first was called up would have the prior claim.

If I feel that I have been unfairly treated, what do I do ?—Reinstatement committees have been set up all over the country to settle disputes arising out of the operation of the Act. If you feel that you have had a raw deal, see your branch secretary. He will advise you, if necessary calling in the N A L G O district officer to appeal to the reinstatement committee on your behalf. If you are dissatisfied with the decision of the committee you may appeal to an umpire.

Shortly before I was called up for the Forces my employer gave me the sack. What is my position ?—If you can show that your employer sacked you in order to evade the provisions of the Act, he is liable to penalties. Consult your branch secretary, or the appropriate N A L G O district officer.

N A L G O will do all in its power to get a square deal for members returning from war service, and all who are in doubt or difficulty of any kind should ask their branch secretaries for advice and help. Some branches have set up special committees for this purpose.

The National Whitley Council is now considering recommendations designed to safeguard the position of officers returning from war service, including the suggestion that each local authority should set up a reinstatement and rehabilitation committee to examine the position of each officer under the following headings :

1. Would he have been regraded or promoted had he stayed at home ?
2. Have his promotion prospects been prejudiced by the promotion of officers who did not go on to the Forces ?
3. Should he be regraded in any case, in view of the time that has passed since the outbreak of war and the higher salary standards now generally prevailing ?

It is being suggested that joint machinery should be established to consider appeals against decisions of a reinstatement committee, and that any case which cannot be settled by this machinery should be referred to the appropriate provincial council.

Further, the National Whitley Council is being asked to consider making recommendations for "refresher courses," for which officers would be given leave of absence with pay, facilities for completion of interrupted training, and financial and other assistance to enable junior officers to obtain professional or technical qualifications. Further details will be published as soon as decisions have been reached.

N A L G O ROLL OF HONOUR

H.M. Forces

KILLED OR DIED ON SERVICE

Ashley, L A.C. G. A., public assistance dept., Essex C.C.

Carter, Cpl. H. N., R.A.F., clerk's dept., Westminster.

Cowin, Cpl. A., R.A.F., education dept., Liverpool.

Darney, Flt Sgt. T., R.A.F., weights and measures dept., Northumberland C.C.

Henson, Capt. F. E., R.E., engineer and surveyor's dept., Solihull

***Jasper, Pte. J. D.,** Camberwell (whilst prisoner in Far East).

Johnston, Capt. J. C., R.A.P.C., treasurer's dept., Willesden.

Kemp, S. H., R.F.A., Deptford.

Kingham, P/O E. A., R.A.F., treasurer's dept., Luton.

MacDonald, Sub/Lt., T. A., 20 R.N.V.R. (F.A.A.), assessor's office, Stirling.

Mills, Cpl. M. W., R.A.M.C., health dept., Cannock R.D.

Painting, L/Sgt., J. A., clerk's dept., Oxford.

Place, Lt. K., Loyal Regt., treasurer's dept., Preston.

***Rich, F/O T.,** R.A.F., education dept., Swindon.

Robinson, Pte. F., R.A.M.C., health dept., Wombwell U.D. (whilst prisoner in Far East).

Russell, Tpr. G. N., R.A.C., public assistance dept., W. Lothian C.C.

MISSING

Cockell, L/Bdr. P. J., R.A., treasurer's dept., Kingston-upon-Thames (presumed killed).

Davies, Flt Lt. J. O., R.A.F., clerk's dept., Liverpool.

Whittaker, L/A.C. C., housing dept., Oldham (presumed prisoner).

Wickson, F/O J. A., transport dept., Leicester.

Withinshaw, Lt. C. N., Lincolnshire Regt., health dept., Derby.

PRISONERS OF WAR

Fallows, L/Bdr. N., Airborne, architect's dept., Manchester.

Hutton, Sgt. F. C., Army Air Corps, electricity dept., West Ham.

Symons, Pte. I. E., clerk's dept., Caernarvon.

RELEASED PRISONER

***Taylor, F/O J. H.,** R.A.F., electricity dept., Southport.

** Previously reported missing.*

Civilian

KILLED BY ENEMY ACTION

Taylor, Miss I., surveyor's dept., Chertsey U.D.

AWARDS TO MEMBERS

H.M. Forces

D.S.C.

Harrison, Lt. G., R.N., Wallasey—for gallantry in the face of the enemy, and for setting an example of wholehearted devotion to duty which upheld the high traditions of the Royal Navy.

M.C.

Bennett, Lt. K. W., 28, R.E., waterworks dept., Manchester.

D.F.C.

Golley, F/Sgt., E. J., R.A.F., finance dept., Surrey C.C.

Hendry, Act. F/O J. R., R.A.F., architect's dept., Stirling C.C.

BAR TO D.F.C.

Hall, Flt/Lt. G. A., D.F.C., R.A.F., clerk's de Morley—Flt/Lt. Hall and his crew h destroyed nine aircraft, including three in night, and have throughout proved to be outstanding team who have displayed a fighting spirit, courage, and determination

A.F.C.

Dennis, F/Lt. G. C., R.A.F., treasurer's de Malden and Coombe.

D.S.M.

Connor, Ldg/Writer A. J., R.N., treasurer's de Worksop—for courage and good seamans whilst serving in H.M.S. "Stevenstone" actions against enemy E-boats.

M.M.

Fitzpatrick, Capt. D., R.A., treasurer's de Newcastle-upon-Tyne—for gallant action Burma.

G.M.

Faunch, L/Cpl. S. C., R.E., education dept., Lu —L/Cpl. Faunch knew the difficulties of enemy wooden anti-personnel mine which wounded an N.C.O. and a sapper. Both w bleeding badly, and quick action was necessa Immediately, without considering the risk, entered the minefield, carrying a stretcher. had almost reached the sapper when he him was blown up, losing his right foot and receiv facial injuries and a broken arm. Even so, managed to crawl out of the minefield rat than risk the lives of other sappers who w coming towards him.

M.B.E.

McBroome Park, Capt. I., R.M.E., engine dept., Brighouse—for distinguished services N. Africa.

B.E.M.

Sowden, Cpl. R., R.A.F., treasurer's dept., Mo —for working as instructor and interpreter w French and Allied Air Force personnel.

MENTIONED IN DISPATCHES

Hayter, Sgt. H. S., public assistance d Essex C.C.—for services in Normandy.

Myson, P/O. W., F.A.A., libraries dept., W bledon.

Oates, L/A.C. R. B., surveyor's dept., North berland C.C.

Rae, Sqn Ldr., H. G., R.A.F., N A L G O dist officer, Scotland—for initiative and leadersh

Welch, L/Cpl. C. W., R.E., clerk's dept., Ches C.C.—in recognition of gallant and dis guished service in Italy.

Civilian

C.B.E.

Pugh, Col. N. J., Home Guard commander, w engineer and manager, Coventry.

O.B.E.

Staddon, C. E., town clerk, Beckenham.

B.E.M.

Paterson, W., health dept., W. Suffolk C.C meritorious service to the 3rd Btn., Suf Home Guard.

M.B.E.

Easter, S., engineer, surveyor, and A.R.P., controller, Godstone.

McMillan, R. C., parks superintendent, K caldy.

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Coventry "Brains Trust" : Minister on War Jobs Scandal : An Outstanding Record

By "ABINGDON"

IT is three years since the public relations department first urged on branches use of the "brains trust" as an ideal medium for public relations work—combining the minimum of preparation and expense with the maximum of public interest and entertainment. Since then, many brains trusts have been held and some members—usually, I fancy, those who have never organised one—are suggesting that the idea is now "stale" and has outlived its value.

How far this is from the truth was demonstrated by Coventry branch recently when, arranging a brains trust confined to members of the branch and of the Coventry Guild of Citizens, it attracted an audience of 280.

"The public relations committee were a little sceptical about the staff," M. J. MITTS, branch public relations officer, tells me. "Would they turn up? Were they interested in what their chiefs thought and said? Were they even interested in local government? Well, if they came to be bored they remained to applaud, and there were many requests for a repeat performance.

"Seven chief officers sat behind five microphones, facing a packed staff canteen. The question-master was F. H. HARROD, director of education, and N.A.L.G.O. senior vice-president, and with him were the city engineer, city architect, medical officer of health, city treasurer, deputy town clerk, and deputy director of education.

"More than thirty questions were sent in and these the committee vetted and placed in order of interest. But the question master—the only one on the platform to see the questions beforehand—made his own selection. The 'star' question we marked 'At 8.30,' so that the audience could rush for last buses with interest at its maximum and its thirst for knowledge still unassuaged. The meeting cost the branch £3 6s.—and we thought it money well spent."

Service Men Invited

OF comparable value was a mock council meeting arranged by the **Heston and Isleworth** branch, under the auspices of the West Middlesex N.A.L.G.O. joint committee. The town clerk took the part of the mayor, councillors and officers made up the council, and more than 100 spectators included a party of Service men brought by the Army welfare officer. The agenda combined the serious and the not so serious.

Minister Supports N.A.L.G.O.

IT was encouraging to find the MINISTER OF HEALTH supporting the other day my remarks last month on N.A.L.G.O.'s new drive to persuade local authorities to make only temporary appointments in wartime, thus giving a fair chance to men and women in the Forces.

Asked by MR. BURDEN on February 1 whether he would call the attention of local authorities to the desirability of making only temporary appointments during the war, to ensure that the prospects of promotion of local government officers serving in the Forces were not prejudiced, MR. WILLINK replied:

"I have every sympathy with my hon. friend's purpose. I have no doubt that local authorities generally are fully aware of the importance of securing that purpose so far as it is possible, but I propose to draw the attention of the local government associations to the terms of this question and to suggest that they might be given suitable guidance."

It is good, too, to hear that the letter sent by Headquarters to all local authorities on the subject has met with a fine response. Some hundreds have replied, almost all saying that they have adopted and carried out the policy urged on them by the National and Provincial Whitley Councils—a fact, incidentally, which effectively disposes of the arguments of those few who consider that policy to be impracticable.

HOLIDAY CAMP MANAGER

Applications are invited for the temporary position of Manager of the Naigo Holiday Centre, Cayton Bay, near Scarborough, Yorks. Good catering and organising experience, ability to purchase commodities, and engage and control domestic staff, are essential. Salary £350 p.a., plus cost of living bonus (at present £28 p.a.). The person appointed will be required to take up his duties as early as possible and will be provided with the use of a six-roomed unfurnished bungalow and light and heat. The appointment will be subject to one month's notice on either side.

Applications, stating age, whether married or single, and previous experience, accompanied by copies of three recent testimonials, should be forwarded to the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, not later than Saturday, March 24, 1945.

(It will not be possible to re-open the centre for holidays during 1945.)

How B. and O. Fund Brings Happiness to Those In Need

"I deeply appreciate the kindness and consideration I have received, and am most grateful to the committee for the generous allowance they are making me and for the happiness they give in thus helping to ease my financial burden."

The above is from a letter written by a widow, aged 38, whose husband died recently from tuberculosis, leaving her with two children aged eight and five. There is a small income from a paying guest and the usual widows', orphans' and supplementary pensions, but the total is not enough to meet all commitments and provide for the children, who need extra care and attention to protect them from ill-health.

"It has grieved me deeply that I have been for so long unable to write my heartfelt appreciation of the great kindness expressed in your last letter to me and of the practical sympathetic interest in help granted me by your splendid society. Though this letter is late, it is most sincere and only delayed because my hand was not steady enough to write legibly."

Miss S., writer of this letter, is 59, and has been helped since 1941. She had to give up her work as an assistant curator because of a severe nervous complaint, and has no other income apart from the Benevolent and Orphan Fund grant.

These two letters—picked at random out of the scores received each week—show something of the happiness which branches and members bring by their contributions to N.A.L.G.O.'s Benevolent and Orphan Fund. Gifts received during the past month include:

£270 from **Bootle**, raised throughout 1944 by a draw, dances, billiards, and golf handicaps.

£156 3s. 6d., raised by a "Ways and Means Society" of each department at **Walsall**.

£86 2s. 9d. from **Southwark**, £50 from **Bethnal Green**, and £43 16s. from **Bedford**, obtained from Christmas and Derby draws.

£202 3s. 6d. from **Spenborough**, the proceeds of dances, wrestling tournaments, and an event organized during "Holidays at Home" week.

Dances, social evenings and draws provided £24 from **Bristol** (Kingswood U.D. section), £21 from **Bromley**, £30 from **Driffield**, £6 from **Inverness**, £22 from **Llandudno**, £29 from **North Cheshire**, and £20 from **Poole**.

Guildford collected £6 12s. 7d. at its annual general meeting. **Tunbridge Wells** collected £2 8s. 1d., to which it added £15 from branch funds.

Portsmouth collected £2 11s. 8d., contributed £25 from branch funds, and is obtaining life members by means of a circle formed by the women's section.

Hull has sent £9 from a draw and special donation.

North Riding charged 6d. a week for morning tea and gave the proceeds, £10, to the Fund.

Donations include **Abercorn and Risca**, £5 12s. 6d.; **Castleford** £35; **Central Warwickshire** £5; **Dewsbury** £10; **East Barnet** £5 5s.; **Exeter** £25; **Wakefield** £15; **Wath, Bolton, and Thurnscoe** £10; and **Wigtownshire** £5.

21 Years District Secretary

A [illegible]

He is now a member of the N.E.C. and of the Midlands provincial council, and is chairman of the district B. & O. Fund sub-committee. During the membership of his branch increased from 480 to over 1,200, and of the district from 1,800 to 8,867. Mr. Pepper's record was acclaimed at the district committee meeting on January 27, when he was handed a cheque and a gift of books.

Money-Making Crossword

TO branches stumped for ideas on how to raise money for the B. & O. Fund, may I recommend the enterprise of K. BESWICK, chief financial officer, **Kent Rivers Catchment Board**, who has already sold 400 copies of a crossword puzzle prepared at 6d. a time. Three prizes of £1 each, given by Mr. Beswick and the chairman and vice-chairman of the Kent county guild, were offered for the first three solutions opened.

Gloucester Toymakers

MY recent notes on the enterprise of Swindon and Torquay branches in making hundreds of toys for Christmas stockings that would otherwise have been empty, has brought me an interesting letter from C. S. ROUTLEY, **Gloucester** borough public relations officer. In Gloucester, he tells me, more than 500 toys were made between October and December, for distribution to various welfare homes, the residential nursery, the children's hospital, and similar places.

Tribute to President

AN illuminated address designed by P. MITCHUM, a member of the branch staff, and a grandmother clock were the gifts [illegible] branch bestowed on A. A. GARRARD, N.A.L.G.O. president and East Ham's former secretary for education, at its annual meeting the other week. Making the presentation, W. PITT-SMITH, branch president, described Mr. Garrard as "a great man with sound views and convictions and the courage."

SCOTTISH NOTES :

THE new civil service cost-of-living bonus award was adopted by the Joint Industrial Council at its last meeting. There will be general disappointment that the operation date has been delayed to the first full pay period after January 1, 1945, although our application was made in December. Previous awards have had the same disadvantage, and some of our members will receive bonus at a later period than others. The question of cost when applied to the smaller authorities is, seemingly, the determining factor.

This shows up one of the principal defects of the financial basis of local government, the varying wealth of local authority areas. The smaller and often poorest areas have greater commitments proportionally than the larger areas, and there is, therefore, a greater impact on their finances.

Civil Service Bonus Agreed : J.I.C. Move on Arbitration

The White Paper on Local Government avoided drastic proposals, revealing, on the financial side, faith in existing machinery and the elasticity of the block grant formula. No specific indication is given as to how the increased commitments of local authorities are to be met without causing unequal burdens on small authorities. That is a real problem, not unrelated to our policy of obtaining uniform conditions of service for all local government officers.

The [illegible] Industrial Council has been referred to previously. This matter has been discussed by the council, and it is hoped that the executive committee will come to an early agreement and provide for regular meetings. This should expedite the business of the council and help to dispose speedily of several matters which have been long delayed.

Another interesting development is the attitude of the council to refer to its executive the question of providing machinery for arbitration. There is no doubt a result of the proposals of the Joint Wages Councils Bill. Should differences of opinion on both sides of the council produce deadlock, there is at present no machinery for settling the problem other than an appeal to the National Arbitration Tribunal. Joint agreement on suitable arbitration machinery is desirable, and will promote the smooth working of the council.

There are many signs that the council is willing to develop its activities, and we believe that employers have realised the value of its work and wish to make it a "clearing house" for service problems.

Recently, the view has been expressed that where disputes are likely to arise and there is a possibility of action being taken under the Conditions of Employment and National Arbitration Order, the matters should first be referred to the council. We shall take full advantage of that recommendation.

The decision on salary scales [illegible] known to local authorities [illegible] and, where there is [illegible] the machinery of the [illegible] compromise.

alaries and Service Conditions

EAST MIDLANDS.

cers of **Clown R.D.** and **Corby U.D.**, previously ers of the Mansfield and Kettering branches re- vely, have formed separate branches.

rby C.B. has adopted grade A (men) and grades A (women) of scale 3 of the recently revised provincial il scales, plus £5 additional to grade A for examination cation.

msby C.B., on the application of the district , has reversed a previous decision and regraded ollectors, warrant officers, and counter cashiers in sting department.

cester C.B. has increased the allowance for non- butory service to 80ths from April 1, 1944.

ttingham C.C. brought into operation last year llowing holiday scale :

hnical and professional staff not otherwise covered tional scales, other than chief officers of departments : rking days.

rical staff (men) Grade B (£325-£400), 18 days ; 250-£325), 16 days ; D (£190-£250), 14 days ; E.2 -£220), E.1 (£170-£130), F (25s. p.w. max.), 12 days ; nen), Grade I (£140-£180), 14 days ; 2 (£105-£160) (£85-£95), 12 days, in each case plus the Saturday ing before the holiday for travelling.

nporary officers : 6 working days after six months' e ; 12 working days after twelve months' service.

or negotiations, **Old Fletton U.D.**, and the **Isle xholme R.D.**, neither of which had hitherto made ir service pay, have adopted the Bolton scheme.

WEST MIDLANDS.

rmingham C.B. has revised grade A (men) from 1, 1945, to £60 (at 16) + 20 — 160 + 15 — £235) — £250 (at 29) if not promoted to a higher grade.

ouncil proposes to consider the comparable scale for n when the conclusions of the Royal Commission on Pay and other data are available.

alsall C.B. has adopted the following revised scales April 1, 1945 :

n : grade A, £50 (at 16) — 65 + 75 + 15 — £105 50 (at 21 and 22) — £160 + 15 — £235 ; grade B, + 15 (2) + 10 — £280 ; grade C, £290 + 15 (2) — £330 ; grade D, £340 + 15 (2) + 10 — £380 ; E, £390 + 15 — £435 ; grade F, £440 + 15 — £485. g service increment of £15 to officers who have at least five years on the maximum of grade A is granted on the recommendation of the chief officer department.

omen : grade A, £50 (at 16) — 65 + 10 — £125 40 — £150 ; grade B, £150 + 10 — £170.

lop C.C. and **Shrewsbury B.** have adopted the ncial council scale 2 for men and women.

ost of Living Unchanged

e Ministry of Labour cost of living index remained un- ed last month at 202, representing an increase of per cent since the outbreak of war.

DEATH OF A NALGO PIONEER

Mr. C. J. F. Carnell

WE regret to record the death, in January, of another of the small group of men who helped to found NALGO—Mr. C. J. F. CARNELL, first secretary of the first municipal officers' association in the country, that at **Camberwell**. Mr. Carnell entered the service of Camberwell vestry in 1893; the year the Municipal Officers' Association was formed with the single object of promoting a superannuation bill for vestry clerks and other officials not covered by the Poor Law Officers' Bill, then before Parliament. In 1895 he was appointed secretary of the conference of London officers called to draft the bill. Three years later, after several attempts to get the bill through Parliament, a conference of municipal officers from all over the country gave him and Mr. C. W. Tagg, then clerk of Camberwell vestry, full power to act. They failed—but their efforts paved the way for the passage of NALGO's bill in 1922. Mr. Carnell retired in 1923.

Other members whose deaths have been reported recently are :

MR. E. HOWE, for some years a member of the executive of the **Port of London Authority** Upper Division Staff branch, and appointed branch chairman in November last.

MR. J. W. MACFARLANE, chief public assistance officer, **Moray and Nairne**, aged 59.

MR. V. MARSDEN, chairman **Walton-on-Thames** branch executive committee and branch representative on the S.E. district committee.

MR. L. ST. G. WILKINSON, M.C., M.Sc., M.Inst. C.E., borough surveyor, **Wallasey**, and immediate past president, Institution of Municipal and County Engineers, aged 59.

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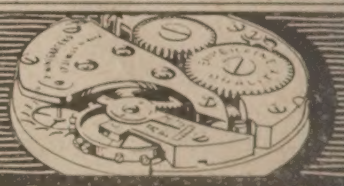

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